**Maine District Church of the Nazarene Superintendent Profile**

Our district leadership, pastors, and lay people have met and prayed together, seeking God’s will and guidance for this process of searching for and identifying our next district superintendent for the Maine District.

The following is taken from information compiled from mission area meetings and a district-wide survey.  The top characteristics sought in our next district leader are:

 1. Communication

2. Developing Leaders/Provide Godly Leadership

3. Identity of Nazarene Standards

 4. Wise pastoral assessment/placing pastors

 5. Conflict management

 6. Pastoral care

The people of the Maine District seek in our next district superintendent the following abilities:

1. Providing clear and consistent communication by all means available and using technology as appropriate.

 2. Developing leaders /Providing Godly leadership by:

 A. Setting expectations and requiring accountability.

B. Recognizing where training is needed and implementing the same, for both clergy and laity.

 C. Delegating responsibility to those equipped to provide such training.

D. Recognizing our bi-vocational pastors and working around their needs when scheduling training, events, etc.

E. Understanding the challenges of our day and the ability and desire to deal with the same.

 F. Being willing to familiarize himself or herself with the distinct cultures of Maine.

 G. Providing an environment of integrity for those in leadership.

H. Displaying the skills and experience necessary to support pastors as they renew, revitalize or plant churches.

 3. Identity of Nazarene Standards:

 A. A spiritual guide and faithful servant who is called by God, obedient to His will and

 committed to prayer that leads to making decisions from a biblical view.

B. Resolved to preserve and uphold our Scriptural Wesleyan/holiness theological foundation that has shaped the Church of the Nazarene even when political and cultural pressures, both inside and outside the church, threaten to re-form that foundation.

4. Wise assessment and placement of pastors, being a creative, strategic, and innovative thinker.

5. To address and manage conflict.

 6. To provide care to the pastors on the district.

The list of hopes and expectations include working with our churches, fostering collaboration between congregations, encouraging small churches with daunting financial needs and facility management, bridging geographical and cultural barriers, and recruiting pastors to serve on the district.

We simply seek the person called by God and led by the Holy Spirit to serve our District to the best of his or her abilities, a faithful servant, obedient to God’s will, committed to prayerfully make decisions from a Biblical view, resolved to lovingly preserve and uphold our Scriptural Wesleyan Holiness foundation.  The Maine District needs a superintendent who can lead us into the future and help transform us into a growing and thriving district, leading in a way that equips pastors and lay leaders to peacefully and gracefully, yet boldly navigate the present and future cultural issues from a Biblical foundation.