



# OPPORTUNITY SNAPSHOT

## DISTRICT SUPERINTENDENT Pacific Northwest District of the EFCA

### Overview

The Pacific Northwest District of the EFCA (PND) ([efcapnw.org](http://efcapnw.org)) is preparing to call a new District Superintendent (DS). After 35 years in the District, including 18 years as Superintendent, Bruce Martin retired in December 2022. His departure creates a rare opportunity for a new leader to step into this influential role, and build upon the good foundation that has been laid and move the district forward in some new ways.

### The Big Idea



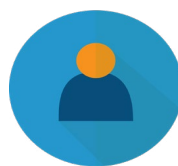
The PND is looking to an experienced, godly leader to guide them forward. This is an ideal opportunity for an experienced, Christ-centered leader who humbly yet confidently expresses their call and motivation to engage in the hard work of encouraging, equipping and supporting churches in a region that is increasingly post-Christian. Pastors within the PND are on the front lines of this complicated and challenging environment, and they feel the cultural shift acutely. The incoming DS will need to be a strong cultural apologist who is drawn to the challenging spiritual soil of the Pacific Northwest in order to help pastors and churches advance the Gospel in their communities. Pastors are eager for the DS to articulate a clear vision and value proposition for their affiliation with the EFCA, and would love greater connectivity with their church boards, elders and other lay leaders in order to develop support and understanding for how the District benefits their local congregation. Pastors view the District Superintendent as the hub of communication for the PND. They would value regular rhythms of communication that keep them in the loop about what is happening so they feel a part of something bigger than themselves. Telling the stories or platforming churches that are making a significant difference are just a few potential ways to help pastors feel inspired and connected within the district.

### The District



With a mission of multiplying new communities of faith centered on helping people become like Jesus – to live like Jesus, and to love like Jesus, the Pacific Northwest District is comprised of 41 EFCA churches in Alaska, Western Oregon and Western Washington who choose an interdependent partnership for the sake of the Gospel. There are some larger churches in the metropolitan areas, but the majority of the churches average around 100 people and are led by a solo pastor. In addition to the District Superintendent, the region is served part-time staff of four, and a District Board of twelve members.

### The Candidate



Leading a local church in this part of the country can be hard, so district pastors need a Superintendent who will love them, encourage them, pray with them and continually point them toward Jesus. This an exceptional opportunity for a leader who is firmly rooted in the Gospel and in the EFCA Statement of Faith; someone who will thrive as a pastor to pastors and a leader of leaders, possessing a needed blend of spiritual maturity, wisdom, experience, and evident godly character that inspires trust from those he serves. He will recognize talent and potential, and will actively recruit, resource, platform and connect pastors and churches within the district. The DS role has no authority except that which is invited, so the incoming DS must be able to lead and guide through influence. He must take initiative to build relationships with pastors and churches, be personable and approachable, and invest time with pastors to develop trust. This will lay the groundwork that will encourage and support greater district engagement and connectivity.

### The Qualifications



Candidates must be credentialed in the EFCA; Clear understanding and support for the theology, doctrines and ethos of the EFCA; Adaptable and able to easily relate to various contexts and cultures; Open to frequent travel and time on the road; Strong demonstration of relational and influencing skills; organizationally adept.

### Next Steps



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