District Supervisor Traits and Expectations

Our collective commitment to be a Great Commission movement requires catalytic leaders and structures that support the local church in accomplishing the mission of transforming communities through the multiplication of disciples, leaders, churches and movements.

Apostolic Traits of a District Supervisor:

1. Vibrant and mature spirituality, proven leadership, personal and family health
   - Models a lifestyle of prayer, worship, and emotionally healthy spirituality and family
   - Embraces the work and gifts of the Holy Spirit, and makes room for these in district gatherings. Models “shepherding of the gifts” and cultivates a vibrant spiritual environment through prayer and worship
   - Wisdom and discernment for needed interventions and conflict resolution, solution oriented
   - Life of influence

2. Prophetic vision and insight, strategic
   - Envisions and cultivates a culture of opportunity rather than obstacles (faith-filled)
   - Inspires local pastors with collective vision and possibilities
   - Sees potential in people and calls it out, providing opportunities for mentoring, training, and ministry
   - Courageous, risk takers

3. Leads missionally-focused from healthy community and effective resources
   - The harvest always in view
   - Missional objectives the priority (leadership development, church multiplication, church health and transformation)
   - Ensures that the community of the district is connected and cared for
   - Ensures that people and financial resources are effectively stewarded

4. Exemplifies teamwork in leadership
   - Staffs to weakness, secure in building teams with individuals with greater expertise and competency for the betterment of the team, empowers and releases team members
   - Balances assertive and accommodative tendencies
   - Effective delegator

5. Garners the buy-in and partnership of fruitful leaders
   - Inspires them to be highly participative team members to accomplish our collective mission
   - Respected by them, supportive and embracing of them
6. A multiplier/facilitator of healthy leaders and churches

7. Believes in and lives out the value of “one-team, twelve districts”
   - Operates and flourishes in an interactive, interdependent leadership culture that understands and values the tension of unity and autonomy, exercising authority and being under authority
   - Shows commitment to forge a unified effort between the local church and central and district offices, as we align administrative functions and missional activity

Expectations: These are non-negotiable values and behaviors.

1. WE EXPECT A MISSIONAL CULTURE
   - Focused on transforming communities through the multiplication of:
     - Disciples being multiplied in local churches
     - Leaders being developed, recruited, trained, and sent; cooperatively by churches and districts
     - Churches and congregations being multiplied through the cooperative effort of churches, and districts
     - Movements being embraced and utilized for training and multiplication of churches
     - Districts aligned with Foursquare Mission (organizational goals)
   - Consistent clarity, focus, and discipline toward missional efforts
   - Clear and consistent communication of mission to those being led
   - Semi-annual measurement of missional components
   - Missional progress applauded, platformed, and learned from

2. WE EXPECT A CULTURE OF EVALUATION AND ACCOUNTABILITY
   - Function well ‘under authority’ and ‘in authority’
   - Evaluation and accountability ‘up’ - toward leaders
   - Evaluation and accountability among peers
   - Evaluation and accountability ‘down’ toward those being led

3. WE EXPECT A CULTURE OF ADMINISTRATIVE EXCELLENCE
   - Good stewardship with resources
   - Prioritize resources toward mission
   - Good hiring practices
   - Efficient and effective processes

4. WE EXPECT A CULTURE THAT FOSTERS HEALTHY MULTIPLICATION
   - Multiplication of Disciples
   - Multiplication of Leaders
   - Multiplication of Churches and Congregations
   - Multiplication of Movements
5. WE EXPECT A CULTURE OF EXCELLENCE IN TRAINING
• Church planters and sending pastors
• Learning communities – divisions relationally and interest based
• Training focused on practical matters in leading a local church
• Training focused on relational health
• Promote spiritual, emotional, and physical health

6. WE EXPECT A CULTURE OF EXCELLENCE IN LEADERSHIP
• Adept at identifying good leaders
• Able to relate to exceptional leaders
• Able to lead and collaborate with good leaders

Process for selecting a district supervisor:
• Each credentialed minister in the district will be asked to submit three (3) names of leaders they think would create a catalytic culture reaching the established objectives and metrics, and fulfill the powers and duties as outlined in our bylaws.
• After receiving the names, the President and General Supervisor will vet the names and prayerfully determine a list to recommend to the board of directors.
• Upon approval of the board, the General Supervisor will contact the individuals in the order recommended until we have three who have prayerfully agreed to submit to the interview process.
• The personnel committee of the board will interview the three candidates, debrief and determine which name to submit to the board of directors.
• Upon approval the appointed supervisor will be notified and a communication plan set in motion.