



## Church Leadership

*Qualities and Knowledge, Disciples and staff,  
Systems and Processes, Spirit-led systems*

**Four domains complete with seven descriptors.**

### **Qualities and knowledge**

1. Articulate **Christ centred values** clearly and with purpose -focused on providing world-class discipleship and mission for the communities they serve. [1 Timothy 4:8](#)
2. Demonstrate and celebrate **love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness, and self-control**. [Gal 5:22-23](#)
3. Exemplify **prayerful humility, empathetic personal behaviour**, positive relationships and attitudes towards the congregation and staff, and towards representatives of the local community. [Philippians 2:3](#)
4. **Lead by example** with integrity, creativity, resilience, and clarity – drawing on personal spirituality, scholarship and skills, and that of those around them -so that **the presence of God** is welcomed and worshipped. [1 Timothy 4:12](#)
5. Sustain wide, **theological knowledge and understanding** of the Church of God, and church systems locally, nationally and globally, whilst pursuing continuous personal and professional development during an unfinished journey of faith. [Colossians 3:12-13](#)
6. Work with **political and financial astuteness**, within a clear set of principles centred on the church vision, ably translating biblical theology into the local context. [Galatians 6:9](#)
7. **Communicate the church vision compellingly** and drive the strategic leadership, empowering all the congregation and staff to excel in their discipleship. [Psalm 37:30-31](#)



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### ***Disciples and staff***

1. Demand **ambitious holiness** for all people, overcoming disadvantage and advancing equality, instilling a strong sense of **accountability** in staff for the impact of their work on the development and growth of the kingdom of God -love of God and of neighbour. [Romans 14:12](#)
2. Secure **excellent prayerful teaching and preaching** through a scriptural understanding of discipleship and of the core features of successful church practice and efficient coherent system design leading to rich spirit-led periods of worship and praise of God, as part of His family. [2 Timothy 4:2](#) [Romans 10:15](#)
3. Establish a church culture of '**openness**' as a basis for sharing best practice within and between different churches and contexts, drawing on and conducting relevant research and robust data analysis, whilst also valuing the unmeasurable. [Romans 12:5](#)
4. **Create a relational ethos** so that staff, and all those congregating, are motivated and supported **to develop** their own faith, discipleship and relationship with God -to support each other and their community. [Ephesians 4:29](#)
5. **Identify those with emerging gifts**, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning for all, with breadth, depth, mindful awareness, and diversity. [Luke 9](#)
6. **Hold all staff to account** for their professional and personal conduct, and faithful devotion to serve sacrificially by pruning -and by removing branches unwilling to bear fruit. [John 15](#)
7. Actively **support and value diversity of engagement and involvement**, including essential contribution from the less obvious, different, and those with disability or health challenges. [Luke 22:26](#)



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### **Systems and process**

1. Ensure that church systems, organisation and processes are well considered, **efficient and fit for purpose**, upholding the principles of transparency, integrity, probity, and faithfulness under the authority of God. [Acts 10:35](#)
2. **Clarify practices collaboratively and formally** when systems and structures are updated, whilst actively relying on the Holy Spirit and scripture to resolve church disputes and repurpose unhelpful traditions. [Acts 15](#)
3. Provide **safe, calm and well-ordered environments** for all visitors, members, and staff -focused on safeguarding people and developing exemplary behaviour in church and the wider society. [Proverbs 18:10](#)
4. Establish rigorous, fair and transparent **systems and measures for managing the fruitfulness of all**, whilst supporting staff to improve and valuing excellent practice. [Philippians 2:3-5](#)
5. Welcome **strong governance** and actively support trustees and directors, helping all to understand their role and deliver their functions effectively – in particular governance to set **church strategy** and hold the senior leader to account for application of vision, theology and financial performance. [Romans 13:1-7](#)
6. Exercise strategic, **spirit-led financial planning** to ensure the equitable deployment of budgets and all God-gifted resources, in the best interests of missional achievements, discipleship, sustainability, growth and service. [Proverbs 21:5](#)
7. **Distribute leadership** throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities faithfully holding each other to account for their decision making. [Philippians 2:3](#) [1 Corinthians 12:12-27](#)



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### ***Spirit-led systems.***

1. Create **outward-facing churches** that work with the family of other churches and Christian organisations – in a climate of mutual challenge – to champion best practice and secure strong meaningful relationships with unity of purpose. [Hebrews 10:24](#)
2. Develop **effective relationships with fellow disciples** and colleagues in other public services to faithfully improve social provision and wellbeing outcomes for all people. [1 Corinthians 1:10](#)
3. **Challenge theological orthodoxy and ethos** positions in the best interests of achieving excellence with humility, harnessing the findings of **well evidenced research and scripture** to frame **spirit-led** improvement of churches. [Proverbs 11:14](#)
4. **Shape the current context and future quality of church leadership** through high **quality training** and sustained personal development of paid staff, and discipleship for all. [Proverbs 22:6](#)
5. **Model creative and innovative** approaches to church improvement, leadership and governance, confident in the vital contribution of **internal and external accountability**. [Romans 12:6](#)
6. **Inspire and influence others** – within and beyond church settings- to faithfully believe in the fundamental eternal **importance of the gospel of Christ for all**. Prayerful: Repentance, Redemption, Restoration, Relationship. Forgiveness. [Psalm 119](#), [1 Corinthians 15](#)
7. **Prioritise the Holy spirit as leader**, rather than the tradition of church and those with loud voices. [Acts 15](#)

*The Bible verses may add some contextual value. Individual bible verse may support multiple descriptors. A description may also be supported by multiple verses. This document was created unexpectedly at the end my post on leadership.*