

Here's a concise, practical list of attributes commonly used when choosing a church leader, grouped for clarity:

#### Spiritual & vocational

- Clear sense of calling to ministry
- Vibrant personal devotional life and prayerfulness
- Visible spiritual maturity and Christlikeness
- Evident fruit of the Spirit (love, joy, peace, patience, etc.)

#### Character & integrity

- Honesty and moral integrity
- Humility and teachability
- Consistency between public and private life
- Good reputation inside and outside the church

#### Doctrinal & theological

- Sound, orthodox theology consistent with the church's confession
- Ability to teach and defend Scripture accurately
- Commitment to core gospel truths

#### Relational & pastoral

- Compassionate shepherding and pastoral care
- Strong interpersonal skills and emotional maturity
- Peacemaking ability and conflict-management skills
- Healthy family life (if applicable) and appropriate boundaries

#### Leadership & ministry skills

- Vision and the ability to cast and implement strategy
- Team-building, delegation, and mentoring ability
- Administrative competence and stewardship responsibility
- Practical ministry experience and proven results

#### Judgment & discernment

- Spiritual discernment and wise decision-making
- Openness to accountability and oversight
- Commitment to lifelong learning and personal growth

#### Cultural fit & accessibility

- Cultural sensitivity to the congregation's context
- Availability and willingness to invest time in the community