



Leadership Pipeline Overview

			CORE COMPETENCIES						
PIPELINE LEVEL	LEADERSHIP RESPONSIBILITIES	SAMPLE ROLES	DISCIPLESHIP	VISION	STRATEGY	COLLABORATION	PEOPLE DEVELOPMENT	STEWARDSHIP	MINISTRY-SPECIFIC COMPETENCIES
Senior Leadership	Provides vision and sets the strategic direction for the church as a whole	Pastor, Executive Team, Deacon, Elder, Board Member	Teaches theology and serves as a Christ-like example	Creates vision for the church	Thinks strategically about the church as a whole	Works through team leaders	Creates a development culture	Faithfully stewards opportunities with church resources	Ministry-specific competencies vary based on role and ministry area. These competencies progress from task execution to people development to systems management and strategy to church and ministry oversight.
Ministry Director	Oversees a ministry area with the responsibility of leading coaches and leaders	Children's Minister, Worship Pastor, Student Pastor	Understands and applies systematic and biblical theology and teaches spiritual disciplines	Contextualizes vision for ministry area	Designs ministry strategy and implements in ministry context	Works through leaders	Creates a development pathway for ministry area	Faithfully stewards church's resources	
Leader	Provides leadership for a ministry team	Small Group Leader, Committee Chair, Teacher	Knows basic doctrines, practices spiritual disciplines, and exhibits the Fruit of the Spirit	Articulates and implements vision for the ministry area	Leads others to unite around and execute ministry strategy	Works through others	Develops others	Faithfully stewards giftedness in others	
Volunteer	Serves on a ministry team	Usher, Greeter, Nursery Worker	Knows the gospel and takes responsibility for personal development	Supports vision of ministry area	Serves effectively in ministry role	Works with others	Displays willingness to be developed	Faithfully stewards personal giftedness	