



Discipleship Pathway

COACHING COHORT

WEEK TWO

LEADERSHIP PIPELINE

11 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, 12 to equip his people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:11-13

17 Moses' father-in-law replied, "What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. 19 Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. 20 Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. 21 But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. 22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. 23 If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied." Exodus 18:17-23

Developing Your Leadership Pipeline *continued* ...

LEADERSHIP PIPELINE OVERVIEW

Pipeline Level	Leadership Responsibilities	Sample Roles	Core Competencies						Ministry-Specific Competencies
			Discipleship	Vision	Strategy	Collaboration	People Development	Stewardship	
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's 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 of 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	

CULTURE

1. You are always looking for leaders. Leaders are looking for leaders
2. You are always looking to give away responsibilities. Your leaders are looking to give away their responsibilities
3. Servant Leadership is celebrated. Ego driven leadership is confronted
4. Gifts Based Leadership vs Needs Based Leadership.

SYSTEM

1. Personality and gifts Assessments
2. Applications (setting a high bar)
3. Expectation Documents
4. Apprentice Structures
5. Roles and job descriptions
6. Evaluations and Re-direct Procedures
7. Discovery Events
8. Celebration and Appreciation Events
9. Leadership Cohorts
10. Internships and Residencies

Leadership Pipeline Worksheet Week Two

1. How would you rate your leadership culture on a scale of 1-10 and Why?
2. What sort of discovery events and entry level leadership opportunities do you have or can you create?
3. What are some of your responsibilities that you LOVE that you could teach others and give away?
4. List 3-5 leaders in your church right now that are underutilized or stuck.
5. Are there any staff or leaders that are blocking other leaders' growth that need to be confronted?
6. On the systems list, which is the one that you need to work on first for greatest impact?