

Pipeline Level	Leadership Responsibility	Roles	Core Competencies						Ministry Specific Skills
			Discipleship	Vision	Strategy	Collaboration	People development	Stewardship	
<b>Progression</b>	Description	Examples	Theological and Spiritual Development	Preferred Future	Plan or Method for the Preferred Future	Ability to Work with Others	Contributing to the Growth of Others	Overseeing the Resources Within Ones Care	Unique Skills within Ministry Area
<b>Senior Leadership</b>	Provides vision and sets the strategic direction for the church	Lead pastor, Team Leaders, elders	Teaches theology and serves as Christ like example	Creates vision for the church	Thinks strategically for church as a whole	Works through team leaders	Creates a development culture	Faithfully stewards opportunities with churches resources	Ministry Specific skills 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.
<b>Ministry Director</b>	Oversees a ministry areas with the responsibility of leading leaders	Pastor of groups, Pastor men's, women's, Discovery etc.	Understands and applies 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	
<b>Leader</b>	Provides leadership to a team	Life Group Leader, First Impressions Leader, Prayer Center Leader, Usher Leader etc.	Knows basic doctrines, practices spiritual disciplines, and exhibits fruit of the Sprit	Articulates and implements vision for ministry area	Leads others to unite around and execute ministry strategy	Works through others	Develops others	Faithfully stewards giftedness of others	
<b>Volunteer</b>	Serves on a team	Greeter, usher, info desk, nursery worker, etc.	Knows the gospel and takes responsibility for personal development	Supports vision of ministry area	Serves effectively in ministry role	Works with others	Display willingness to be developed	Faithfully stewards their personal giftedness	