

			Core Competencies					
Pipeline Level	Leadership Responsibilities	Sample Roles	Discipleship	Vision	Strategy	Collaboration	People Development	Stewardship
Champion	Full time staff member that provides leadership and vision for the church.	Senior Pastor	Teaches theology and serves as a christ-like example	Create vision for the church	Thinks about the broader vision of the growing church	Works through catalyst	Creates a development culture	Faithfully stewards opportunities with church's resources
Catalyst	Provides visions and sets the strategic direction for the church as a whole.	Administrator, Table of Seven	Has basic theological understanding, and embodies the vision of the church	Ensures vision is carried out to all departments	Thinks strategically about the church as a whole, and by department	Works through coordinators	Support the development plans	Faithfully stewards church's resources
Coordinator	Oversees a ministry area with the responsibility of leading coaches and servant leaders.	Worship Pastor, Children's Minister, Youth Pastor, Assistant Pastor	Understands and applies church visions, along with biblical theology and teaches biblical disciplines. Displays Godly character.	Implement church vision within ministry area	Designs ministry strategy and impliments them in ministry context	Works through coaches	Creates a development plan for ministry area	Faithfully stewards ministry area's resources
Coach	Provides leadership for a ministry team.	Small Group Leader, Head Usher, Teacher	Knows and understands vision of I Am Church, practices spiritual disciplines, and exhibits the fruits of the spirit. They also have a clear accountability partner	Articulates and implements vision for ministry area	Leads others to unite around and excute ministry strategy	Works through servant leaders	Develops Others	Faithfully stewards giftedness of servant leaders
Servant Leadership	Serves on a ministry team	Usher, Greeter, Nursery Worker	Knows the gospel and takes responsibility for personal development	Support vision of ministry area	Serves effectively in the ministry role	Works with others	Displays willingness to be developed	Faithfully stewards personal giftedness