

BRIDGE CHURCH LEADERSHIP PATH

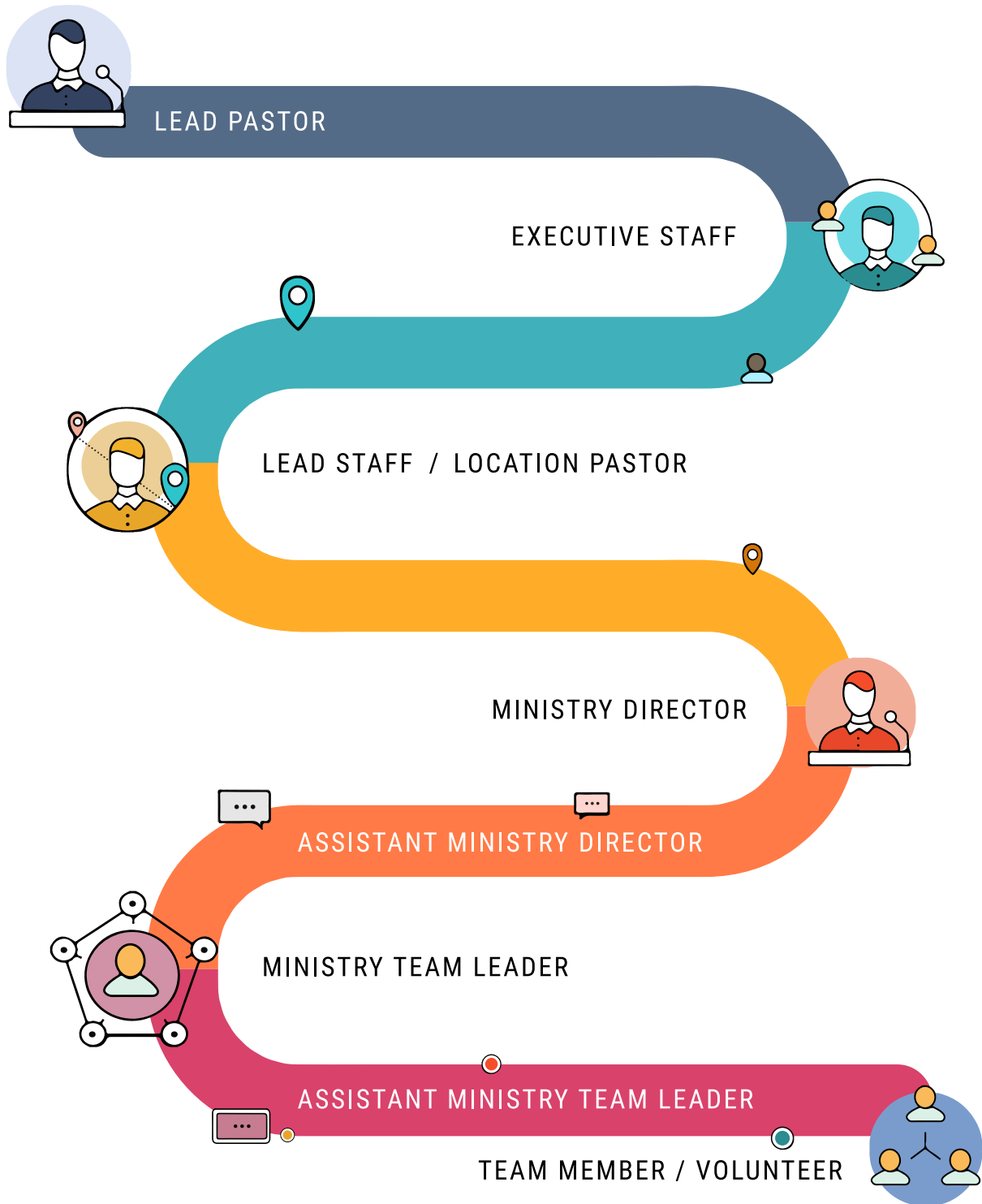
INTRODUCTION GUIDE

BRIDGE LEADERSHIP PATH

Developing Leaders and Leadership Pipelines

BridgeLeadershipPath.com

CREATING MORE AND BETTER LEADER



DEVELOPMENT PLAN



LEAD PASTOR

Provides vision and sets the strategic direction of the church.

Vision	Strategy	Collaboration	People Development	Stewardship
Creates vision for the gospel and for the church.	Identifies problems in the church vision and direction and develops plans to solve and implement results	Works through executive staff, Lead Staff, and key leaders	Creates a culture of development	Bears responsibility for allocation of resources in alignment with the vision



EXECUTIVE STAFF

Provides support to the Lead Pastor in implementing the vision and direction of the church

Vision	Strategy	Collaboration	People Development	Stewardship
Secure and retain qualified lead staff; manage financial resources; oversee business functions to advance LeadPastor's vision	Thinks strategically about the church as a whole	Works through Lead Staff and key leaders	Create an environment where personal growth is both expected and desired and where success and failure are embraced as growth opportunities.	Faithfully stewards opportunities with church resources



LEAD STAFF / LOCATION PASTOR

Provides support to the Lead Pastor in implementing the vision and direction of the church

Vision	Strategy	Collaboration	People Development	Stewardship
Contextualizes vision for specific ministry area.	Designs ministry strategy and implements in ministry context	Works through Ministry Location Director and Team Leaders	Creates a ministry pathway through the ministry	Faithfully stewards church resources



MINISTRY DIRECTOR

Oversees Team Leaders with responsibility of leading leaders

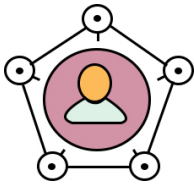
Vision	Strategy	Collaboration	People Development	Stewardship
Contextualizes the vision for teams in that ministry	Helps to identify problems and measures tasks in the applicable ministry	Works through Team Leaders	Works with Lead Staff member to create a development pathway through the department	Stewards department resources in alignment with the vision of the church



ASSISTANT MINISTRY DIRECTOR

Helps M.D. oversee Team Leaders with responsibility of leading leaders

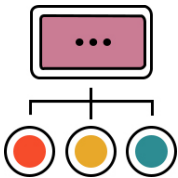
Vision	Strategy	Collaboration	People Development	Stewardship
Helps M.D. Contextualize the vision for teams in that ministry	Helps M.D. to identify problems and measures tasks in the applicable ministry	Works with ministry Location Director to work through Team Leaders	Helps the ministry Location Director to create a development pathway through the ministry	Stewards department resources in alignment with the vision of the church



MINISTRY TEAM LEADER

Leads team and contributes individually

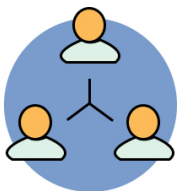
Vision	Strategy	Collaboration	People Development	Stewardship
Implements the vision for the team	Organizes and prepares tasks in an area of ministry	Works through others	Develops others	Faithfully stewards giftedness of others and self and personal resources



ASSISTANT MINISTRY TEAM LEADER

Works with Team Leader to lead team and contributes individually

Vision	Strategy	Collaboration	People Development	Stewardship
Helps the team leader Implement the vision for the team	Helps the Team Leader organize and prepares tasks in an area of ministry	Works with Ministry Team Leader to work through others	Works with Team Leaders to develop others	Faithfully stewards giftedness of others and self and personal resources



TEAM MEMBER

Leads self, working with skill [contributes individually]

Vision	Strategy	Collaboration	People Development	Stewardship
Supports the vision of the team in alignment with the team leader	Completes tasks in areas of assignment	Works with others	Displays willingness to be developed	Faithfully stewards personal giftedness and resources

CORE COMPETENCIES

LEAD PASTOR

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Establishing organizational values	Forecasting the future	Taking risks	Inspiring others	Succession planning	Practicing execution

EXECUTIVE STAFF

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Persevering in difficulties	Evaluating systems	Building morale	Hiring, firing, and repositioning talent	Leading staff	Focusing

LEAD STAFF | LOCATION PASTOR

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Evaluating	Motivating others	Managing budgets	Leading meetings & team building	Decision making	Applying situational leadership

MINISTRY DIRECTOR

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Motivating others	Recruiting volunteers	Decision making	Practicing 360 communication	Resolving conflict	Organization and management

ASSISTANT MINISTRY DIRECTOR

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Motivating others	Recruiting volunteers	Support	Practicing 360 communication	Resolving conflict	Organization and management

MINISTRY TEAM LEADER

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Casting vision for the team	Recruiting volunteers	Giving Soul Care	Practicing 360 communication	Resolving conflict	Aligning people

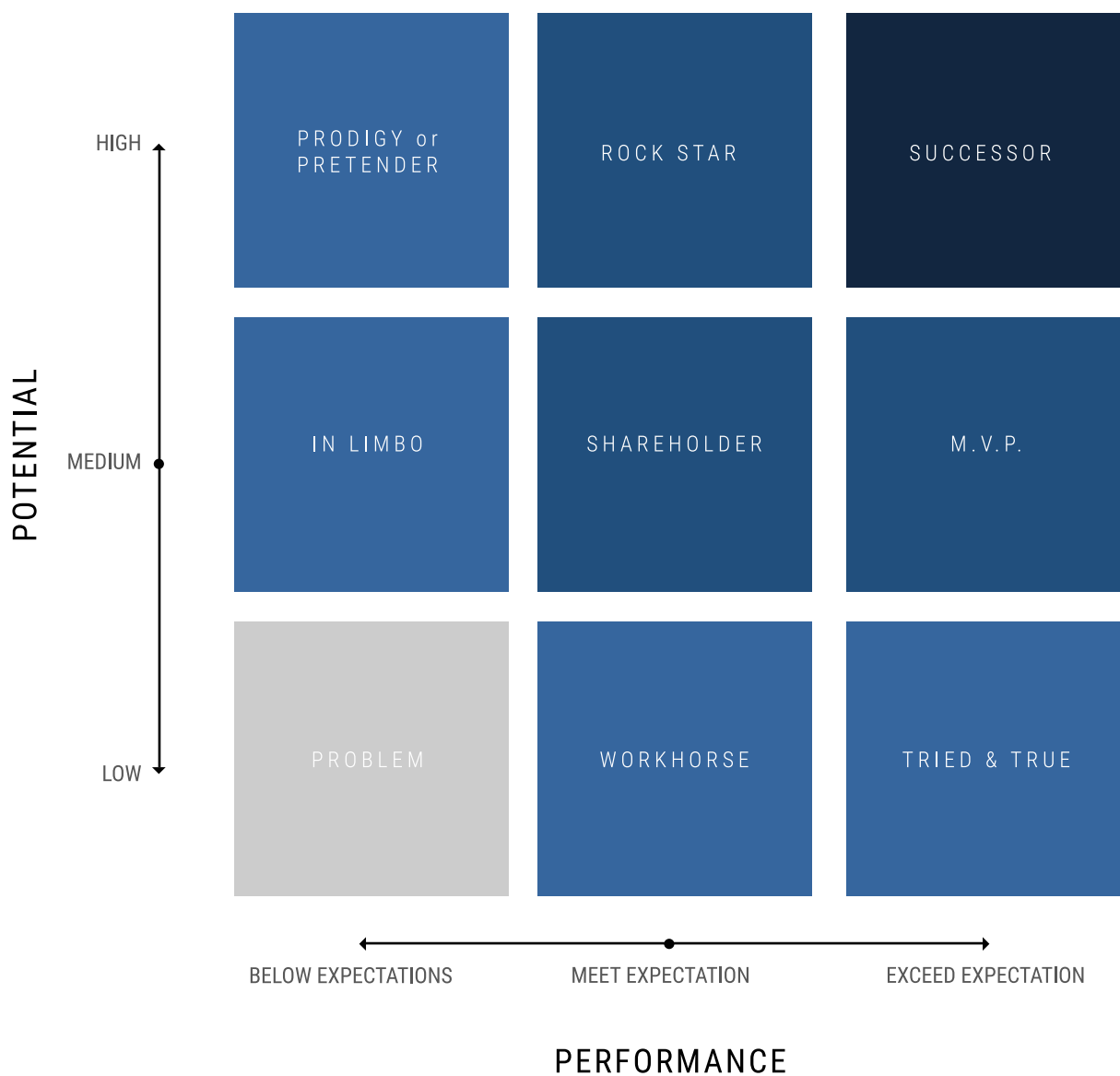
ASSISTANT MINISTRY TEAM LEADER

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Helps cast vision for the team	Recruiting volunteers	Building morale	Practicing 360 communication	Resolving conflict	Helps align people

TEAM MEMBER

Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 6
Managing time	Improving personal communication	Managing personal resources	Dealing with conflict	Leading with your personal strengths	Submitting to authority

PATHWAY ASSESSMENT MATRIX



Successor (high performance, high potential). This individual excels in their current role and may advance to the next level of your leadership pathway immediately. If you do not provide growth opportunities, you run the risk of losing this individual.

Rock Star (average performance, high potential). This individual performs well in their current role but has potential to do more. Provide strategic initiatives or assignments to prepare them for advancement.

M.V.P. (high performance, average potential). This individual is a solid contributor in their current role and should focus on perfecting those skills. Mastery of competencies in their leadership pathway level will lead to advancement opportunities.

Shareholder (average performance, average potential). This individual performs well and could handle added responsibilities at their current leadership pathway level. Coach this individual in mastering competencies and role responsibilities.

Tried and True (high performance, low potential). This individual is a high performer and valuable team member but has reached their potential. Encourage this individual to perfect their role-specific skills.

Prodigy or Pretender (low performance, high potential). This individual's performance is low but their potential is high. They may be new or feel unchallenged. Help this individual master the competencies of their leadership pathway level.

Workhorse (average performance, low potential). This individual meets performance expectations but has reached their potential in their current role in your leadership pathway. Assign additional responsibilities on the same leadership level.

In Limbo (low performance, average potential). This individual does not meet performance expectations but may grow with coaching. Provide feedback and assignments that will stretch them.

Problem (low performance, low potential).

This individual's performance is unsatisfactory. Reevaluate this individual within your leadership pathway to determine if a different role or lower leadership level is a better fit.

Please note that this nine-box assessment isn't a foolproof method for identifying successors. A person's readiness is also critical to determining whether or not internal leaders are ready to move into a given position. For internal succession to be a viable option, an individual must be ready, willing, and able.

- **Ready:** Is the individual ready to assume at least 80 percent of the responsibilities of this role? Are you confident that he or she will be able to take on the remaining 20 percent of the role within the next 12 months?
- **Willing:** Is the individual willing to fulfill the role at this particular time? Is the person excited about the opportunity? Does it align with his or her passions?
- **Able:** Is the individual able to transition to this role with little to no disruption? Has he or she developed a successor to assume the role they may soon vacate? Will a continuity of leadership remain in your leadership pathway?

Evaluation Matrix was developed and used with help and permission from Lifeway Leadership, Nashville, TN.

LEADERSHIP PATH DEVELOPMENT PLAN WORSHIP ARTS

Level: Team Member

Roles: Singers, Musicians, Audio, Video, Lighting, Production

DEVELOPMENT PROCESS

Attract: Recruiting, Starting Point Newcomers Party, Serve Sundays, Word of Mouth

Build: Orientation, Auditions, Assimilation, Shadow Day (Media Team)

Connect: Team Creative Nights, Team Parties

Develop: Monthly Video Training via BridgeLeadershipPath.com; Volunteer Central Training [Quarterly]; Planning Center Resources; Worshiponline.com; Recommended Resource: *How to Worship A King* by Zac Neese.

Encourage: Weekly follow up called "Life Coaching"; Birthday Acknowledgments; Providing Sunday Morning Breakfast; Being encouraged by their Worship Leaders/Music Directors.

Level: Point Person/Worship Assistant/Stage Manager

Roles: To assist the Worship Pastor, Worship Leader and Music Director with any logistical or technical needs. To fill their role if they are unavailable.

DEVELOPMENT PROCESS

Attract: Bridge Church Placement Pipeline/Hiring Process

Build: Develop Leadership Skills: Observation and Evaluation Period

Connect: Monthly one-on-one; Team Creative Nights; Team Parties; Following up with their respective team members each week.

Develop: Monthly Video Training via BridgeLeadershipPath.com; Volunteer Central Training [Quarterly]; Recommended Resource: *The Power of Positive Leadership* by Jon Gordon.

Encourage: Weekly follow up called "Life Coaching"; Birthday acknowledgments; Providing Sunday Morning breakfast; Encouragement by their Worship Leaders/Music Directors.

Level: Worship Leader/Music Director/Weekly Producer

Roles: To Lead and Coordinate Any Rehearsal or Production Needs; To oversee worship experiences on Sunday Mornings both logistically and technically.

DEVELOPMENT PROCESS

Attract: Bridge Church Placement Pipeline/Hiring Process

Build: Develop leadership skills; Observation and evaluation period

Connect: Monthly one-on-one; Team creative nights; Team parties; Following up with their respective team members each week.

Develop: Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resource: *Turn the Ship Around* by L. David Marquet.

Encourage: Weekly briefings and follow up talking about life and not just worship (REEL TALK).

Level: Lead Staff

Roles: Worship Pastor, Children's Pastor, Student Pastor, Discipleship Pastor, Location Pastor, etc.

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resource: *Turn the Ship Around* by L. David Marquet.

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation; Christmas Gift; One-Two Day Leadership Intensive; OneTwo Day Retreat; Birthday Acknowledgement.

Level: Executive Staff

Roles: Executive Pastor (s)

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Weekly one-on-one; Quarterly Team Celebration.

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks].

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation from Board of Directors; Christmas Gift; One-Two Day Leadership Intensive; One-Two Day Retreat; Birthday Acknowledgement.

LEADERSHIP PATH DEVELOPMENT PLAN BRIDGE KIDS

Level: Team Member Level:

Roles: Greeter, Safety, Nursery, Elementary, Preschool, Backstage

DEVELOPMENT PROCESS

Attract: Bridge Church Volunteer Assimilation Process/Recruitment

Build: Training; Observation Period/Shadow Day

Connect: First Serve Follow-Up; Quarterly Check-In; Quarterly Team Celebration.

Develop: On-the-Job Training; Recommended Resource: *Making Children's Ministry the Best Hour of Every Kid's Week* by Sue Miller; Monthly Video Training, Volunteer Central Training [Quarterly]

Encourage: Handwritten Notes; Appreciation Event; Basic Quarterly Evaluation; Birthday Acknowledgement.

Level: Ministry Director, Team Leader and Assistant

Roles: Greeter Team Leader and Assistant, Nursery Director, Team Leader and Assistant, Elementary Team Leader and Assistant, Preschool Team Leader and Assistant, Backstage Team Leader and Assistant

DEVELOPMENT PROCESS

Attract: Bridge Church Placement/Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one; Quarterly Team Celebration.

Develop: On-the-Job Training; Recommended Resources: *Protégé* by Steve Saccone; Leadership Central Training [Every 8 weeks]; weekly video training.

Encourage: Handwritten Notes; Appreciation Event; Basic Quarterly Evaluation; Christmas Gift; One-Two Day Leadership Intensive; Birthday Acknowledgement.

Level: Lead Staff

Roles: Worship Pastor, Children's Pastor, Student Pastor, Discipleship Pastor, Location Pastor, etc.

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one

Develop: Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resource: *Turn the Ship Around* by L. David Marquet.

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation; Christmas Gift; One-Two Day Leadership Intensive; OneTwo Day Retreat; Birthday Acknowledgement.

Level: Executive Staff

Roles: Executive Pastor (s)

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Weekly one-on-one; Quarterly Team Celebration.

Develop: Conferences; Coaching; On-the-Job Training.

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation from Board of Directors; Christmas Gift; One-Two Day Leadership Intensive; One-Two Day Retreat; Birthday Acknowledgement.

LEADERSHIP PATH DEVELOPMENT PLAN FIRST IMPRESSIONS

Level: Team Member Level:

Roles: Usher, Greeter, Hospitality, Traffic, Safety, Facilities

DEVELOPMENT PROCESS

Attract: Bridge Church Volunteer Assimilation Process/Recruitment, Starting Point Newcomers Party

Build: Observation Period/Shadow Day, Initial Training

Connect: First Serve Follow-Up; Quarterly Check-In; Quarterly Team Celebration

Develop: On-the-Job Training; Monthly Video Training via BridgeLeadershipPath.com; Volunteer Central Training [Quarterly]; Recommended Resource: *How To Wow* by Mark Waltz.

Encourage: Handwritten Notes; Appreciation Event; Basic Quarterly Evaluation; Birthday Acknowledgement.

Level: Ministry Director, Team Leader and Team Leader Assistant

Roles: Usher Team Leader & Assistant, Greeter Team Leader and Assistant, Hospitality Team Leader & Assistant, Traffic Team Leader & Assistant, Safety Team Leader and Assistant, Facilities Team Leader & Assistant

DEVELOPMENT PROCESS

Attract: Bridge Church Placement/Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one; Quarterly Team Celebration.

Develop: On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resources: *The Power of Positive Leadership* by Jon Gordon, *Be Our Guest* by Theodore Kinni, and *First Impressions* by Mark Waltz

Encourage: Handwritten Notes; Appreciation Event; Basic Quarterly Evaluation; Christmas Gift; One-Two Day Leadership Intensive; Birthday Acknowledgement.

Level: Lead Staff

Roles: Worship Pastor, Children’s Pastor, Student Pastor, Discipleship Pastor, Location Pastor, etc.

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resource: *Turn the Ship Around* by L. David Marquet.

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation; Christmas Gift; One-Two Day Leadership Intensive; OneTwo Day Retreat; Birthday Acknowledgement.

Level: Executive Staff

Roles: Executive Pastor (s)

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Weekly one-on-one; Quarterly Team Celebration.

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks].

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation from Board of Directors; Christmas Gift; One-Two Day Leadership Intensive; One-Two Day Retreat; Birthday Acknowledgement.

LEADERSHIP PATH DEVELOPMENT PLAN STUDENT MINISTRIES

Level: Team Member

Roles: Fuse Café, Greeter, Safety, Set up/Tear Down, Check In

DEVELOPMENT PROCESS

Attract: Bridge Church Volunteer Assimilation Process/Recruitment;
Starting Point Newcomers Party

Build: Observation Period/Shadow Day; Initial Training

Connect: Initial One on One Meeting; First and Second Serve Follow Up;
Welcome Celebration; Yearly Appreciation Event

Develop: On-the-Job Training; Recommended Resource: *What Did I Sign Up For? Things Every Youth Ministry Volunteer Should Know* by Chris Folmsbee; Quarterly Training; Volunteer Central Training [Quarterly]

Encourage: Handwritten Cards; Leader of the Month Celebration;
Birthday Acknowledgement

Level: Assistant Team Leader, Team Leader, Ministry Director

Roles: Greeter Assistant Team Leader; D-Group Assistant Leaders; Greeter Team Leader; D-Group Leaders; Location Ministry Director

DEVELOPMENT PROCESS

Attract: Bridge Church Placement/Hiring Process

Build: Training; Observation Period

Connect: Monthly Check-in; Yearly Appreciation Event; Monthly One-on-One

Develop: On-the-Job Training; Recommended Resources: *A Volunteer Youth Worker's Guide to Leading a Small Group* by Mark Oestreicher, *The Volunteer's Field Guide to Youth Ministry: Practical Ways to Make a Permanent Difference in Teenagers' Lives* by Len Kagler; Leadership Central Training [8 weeks]

Encourage: Handwritten Cards; Leader of the Month Celebration; Birthday Acknowledgement

Level: Lead Staff

Roles: Worship Pastor, Children’s Pastor, Student Pastor, Discipleship Pastor, Location Pastor, etc.

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Monthly one-on-one

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks]; Recommended Resource: *Turn the Ship Around* by L. David Marquet.

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation; Christmas Gift; One-Two Day Leadership Intensive; OneTwo Day Retreat; Birthday Acknowledgement.

Level: Executive Staff

Roles: Executive Pastor (s)

DEVELOPMENT PROCESS

Attract: Bridge Church Hiring Process

Build: Training; Observation Period

Connect: Weekly Check-in; Weekly one-on-one; Quarterly Team Celebration.

Develop: Conferences; Coaching; On-the-Job Training; Weekly Video Training via BridgeLeadershipPath.com; Leadership Central Training [Every 8 weeks].

Encourage: Staff Luncheons/Dinner; Appreciation Event; Basic Standard Evaluation from Board of Directors; Christmas Gift; One-Two Day Leadership Intensive; One-Two Day Retreat; Birthday Acknowledgement.

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