

Staff Leadership Levels

Leadership Level	Individual Contributor	Leader of People	Coach	Strategic Integrator	Visionary Leader
How They Lead	Individual contributor; work is accomplished through their singular efforts.	Provides direction to other people while also delivering ministry.	Investing in the development of leaders rather than doing ministry themselves.	Connecting vision to execution across teams.	Defines vision and future direction. Drives organizational culture.
What They Do	- Handles most ministry tasks themselves. - Solves problems by jumping in. - Measured by personal output.	- Models how ministry is done (player/coach). - Recruits volunteers. - Builds calendars, workflows, and processes. - Ensures ministries run smoothly. - Clarifies expectations. - Tracks details and follow-through.	- Recruits and coaches volunteer leaders. - Intentionally develops leaders. - Delegates responsibilities to others. - Creates leadership pipelines for their area of responsibility.	- Makes vision actionable. - Brings focus to what's most important. - Prioritizes key initiatives - Aligns ministry strategies to the church's vision and strategic direction.	- Casts vision. - Identifies emerging opportunities. - Leads cultural shifts. - Clarifies identity. - Leads change.
People Focus	Leads no, or very few volunteers.	Leads volunteers, some team leaders	Builds out full volunteer leader structure and develops volunteer coaches	Develops leaders of leaders.	Catalytic leader of "1000's" Invests in the senior leadership team.
The Win	"I serve people directly"	"I make ministry work consistently."	"I build leaders who build ministry."	"I help us focus on what matters most."	"My role is shaping the future direction of the church."

Thoughts for training:

The Win	"I serve people directly"	"I make ministry work consistently."	"I build leaders who build ministry."	"I help us focus on what matters most."	"My role is shaping the future direction of the church."
	What Feels Rewarding? Direct ministry impact Being needed Immediate results	What Feels Rewarding? Stability Less chaos Predictability	What Feels Uncomfortable? Letting others fail Reduced direct ministry involvement		
	Growth Ceiling Ministry growth becomes limited by the pastor's personal capacity.	Growth Ceiling Church becomes organized but not multiplying.	Breakthrough insight Multiplication creates exponential growth.		
Shift to Next Level	"I am responsible for the ministry, not just for doing the ministry."	"My primary role is growing people who lead ministry."			