

MX Leadership Development Model

Senior Leadership

Elders

(Steve A. / Steve W. / Don F. /
Brad S. / Dave W. / Bret B. /
Jeff M.)

Lead Minister

(Andrew O.)

Ministry Overseers

Stewardship
Ministries
Overseers
(Elders)

Sunday
Ministries Overseers
(? / ?)
Chris F. / Katrina F.

NextGen
Ministries Overseers
(? / ?)
Jeff M. / Beata M.

Discipleship
Ministries Overseers
(? / ?)
Matthew B. / Rachel B.

Missions
Ministries Overseers
(? / ?)
Eric M. / Elizabeth M.

Ministry Leaders

Administration
(Elizabeth M. / Steve W.)

Finance / Budget
(Brad S. / Dave W.)

Building Care
(Bret B. / Don F.)

Building
Beautification
(Kara K.)

Hospitality
(Elders/Elders' Wives)

Worship Team
(Kaylynn M.)

Communion
(Alec H.)

Tech Team
(Brian H.)

Safety Team
(Bret B.)

Greeting Team
(Joyce H.)

Coffee
(Becky K.)

Children's Ministry
(Jeff M.)

Youth Ministry
(Nathan S.)

ACTS Ministry
(Katie H. / Bret B.)

Young Adults
Ministry
(?)

Camp Neotez
(Steve J.)

Christian Formation
(Betty V. / Andrew O.)

Pastoral Care
(?)
Charles E. / Barb E.

Connect Groups
(? / Andrew O.)
Leon S. / Melanie S.

Fellowship Ministry
(Joyce H.)

Next Steps
(Steve W. / Gwen W.)

Men's Ministry
(?)

Women's Ministry
(?)
Michelle B. / Betty V.

Prayer
(Dave W. / Amy W.)

Unity in Diversity
(Alan K. / Suzanne K.)

Circle of Friends
(Judy M. / Linda M.)

Food Pantry / Fall
Food Drive
(Mark M.)

Christian Family
Services
(Eric M.)

Faith In Action
(Steve A. / Don F.)
Ben M. / Jim P.

Outreach
(?)
Bret F. / Kari F.

Overseas
(Jeff M.)

Benevolence
(Dave W.)

Churches on the
Streets
(Nathan S. / Susie B.)

L'Arche
(Dave W.)

Elders/Wives

Staff

Missing Leader

Ideal/Potential Leader

MX Version: Leadership Pipeline

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	Elders/Shepherds, Pastor/Lead Minister	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 resources	
Ministry Overseer	Oversees a ministry area with the responsibility of leading coaches and leaders	Sunday Overseer, NextGen Overseer, Discipleship Overseer, Missions Overseer	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	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 Leader	Provides leadership for a ministry team	Worship Leader, Greater Ministry Leader, Youth Minister, Christian Formation Leader, Food Pantry Leader, etc.	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 in others	
Ministry Volunteer	Serves on a ministry team	Those who serve in any ministry	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	



Original Model

Senior Leadership (1 Timothy 3:1-7 / Acts 20:28) – Those who generally and spiritually lead the church.

- *Lead Minister:* Preach & Equip/train/develop the Overseers
- *Elders:* Shepherd and spiritually lead the church
- Cast vision for the church and ministries of the church
- Able to preach and teach
- Have proven themselves as Ministry Overseers and are ready to shepherd/spiritually lead the church

Ministry Overseers (1 Timothy 3:8-13 / Ephesians 4:11-12) – Those who oversee a category of ministries and the leaders of those ministries. Lead the church in hands-on ministry.

- *Pipelined to potential Senior Leadership (Elder)*
- “Elders” over their category of ministries
- Equip/train/develop ministry leaders
- Step in and serve in those ministries as needed
- Work with Senior Leadership and Ministry Leaders to cast vision for the ministries
- Are hands-on in ministry but learning how to preach and teach/spiritually lead
- Have proven themselves as Ministry Leaders and are ready to oversee ministries

Ministry Leaders (Ephesians 4:11-12 / Romans 12:6-8) – Those who lead the ministries and volunteers of the church.

- *Pipelined to potential Overseer*
- Work with Overseers to cast vision for the ministries
- Equip/train/develop volunteers
- Have proven themselves as Ministry Volunteers and are ready to lead

Ministry Volunteers (1 Peter 4:10-11 / Romans 12:6-8) – Those who serve in the ministries of the church.

- *Pipelined to potential Ministry Leader*
- Be equipped/trained/develop to lead