

Pipeline Competencies and Hands on Training

Team Leader Competencies Ratios=1:6-10

1. Identifies and recruits volunteers.
2. Communicates and Demonstrates Mission and Vision.
3. Manages conflict in a way that honors God and the individual(s).
4. Prioritizes and Manages Time Effectively
5. Understands and Demonstrates Culture

Hands on Training:

- How to schedule your teams.
- How to facilitate volunteers coming out of Discover Path or one's that are recruited. (Workflows?)
- Create a personal schedule.
- How to communicate with teams/leaders.
- Utilizing all technology to better serve your team and the ministry. (Planning Center, iPads, Check in, 'This Week at GC', Social Media, etc.)
- Go over expectations of a Team Lead and goals.
- Tangible ways to Pastor your Volunteers

Ministry Coach Competencies Ratios=1:5

1. Facilitates one on one meetings with team leads and team meetings.
2. Continuously gives away ministry and resources leaders.
3. Makes decisions that guard the mission and values of the church.
4. Has a heart for the church overall and drips vision (whatever it takes)
5. Evaluates and provides feedback to increase ministry effectiveness and leadership confidence. (*Accountability! What's working? What's not working?*)

Hands on Training:

- How to do 6 month evaluations of Team Leads and Ministries.
- How to lead a one on one meeting and a team meeting and how often.
- How to facilitate Team Leads coming out of Pipeline.
- Gone over expectations of a Ministry Coach and goals.
- How to use R.A.C.I.
- How to create 90 Day Goals.

Ministry Coordinator Competencies Ratios=1:2

1. Builds and stewards a healthy ministry budget.
2. Casts a vision that motivates and mobilizes your team.
3. Builds ideas and dreams for the ministry that line up with the church's vision
4. Inspires and coaches entire ministry toward priority goals.
5. Evaluates and ensures the churches cultural DNA is thriving throughout the ministry.

Hands on Training:

- How to create timelines/deadlines.
- How to use church's financial procedures, budgeting, by-laws, and constitution.
- Introduced to Executive Team and trained on how they function.
- Gone over expectations of a Ministry Coordinator and goals.

Director Competencies Ratios=1:5

1. Oversees entire campus ministries and growth for the campus.
2. Manages the leadership pipeline.
3. Captures and casts future vision.
4. Hires, Fires, and Repositions people
5. Discerns and aligns culture within every ministry environment.

Hands on Training:

- Trained on the HR procedures of the church.