



Baptist Churches
of NSW & ACT

Leadership Pipelines In Practice

Erica Noonan – Lead Pastor / South Coast Life Church
Craig Corkill – AD / Discipleship & Leadership Development

Gen1K Goal:

1000 Healthy Churches In A Generation

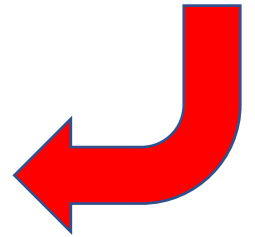
MOVEMENTS

CHURCHES

LEADERS

DISCIPLES

Current
felt need



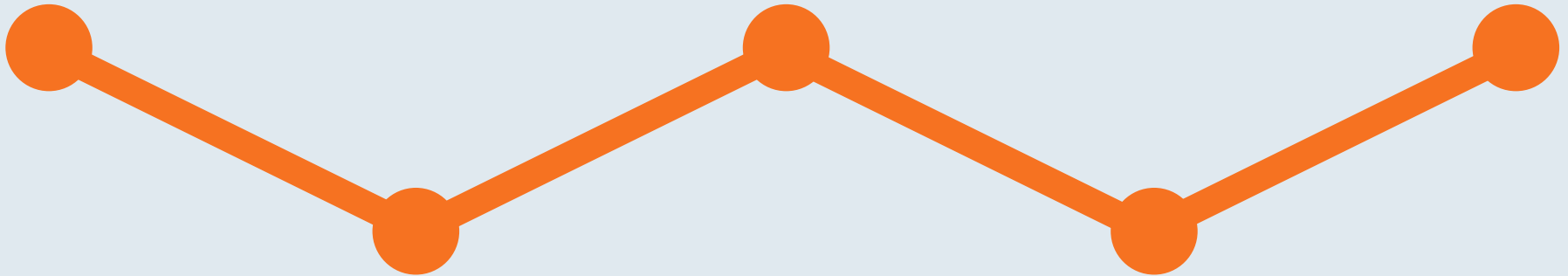
Leadership Pipelines

Note: This is a 'sample' not a definitive template



Leading Yourself

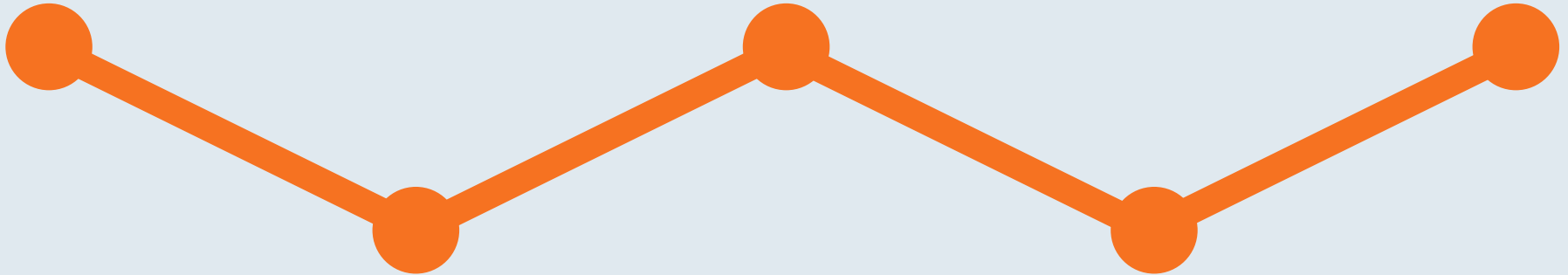
- Where basic discipleship takes place
- Volunteering as part of a team
- Eg: volunteers who don't have responsibility for leading anyone else



Leading Others

- Responsibility over a small group of people
- Eg: leading a small group of adults or student, leading a Welcomers team

Leading Yourself

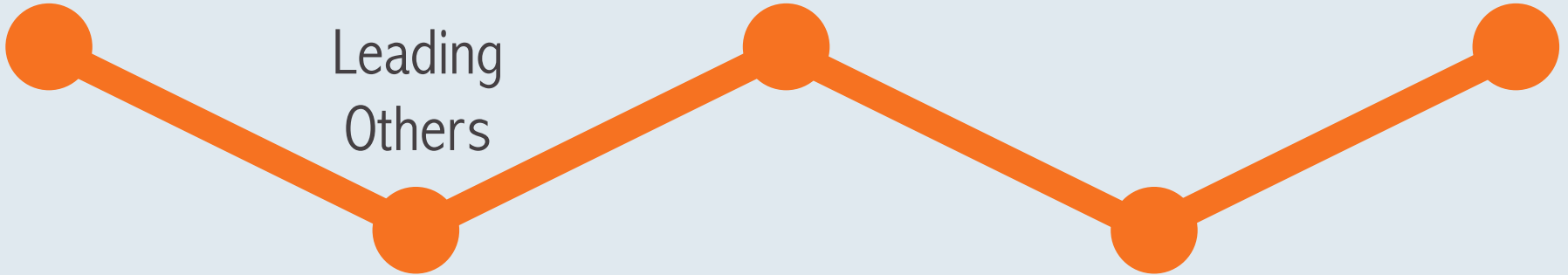


Leading Leaders

- Responsibility over other leaders
- Leaders at this level are equipping and encouraging other leaders to make them more effective at leading their teams
- Eg: Student ministry coach, Small Groups coach

Leading
Yourself

Leading
Others



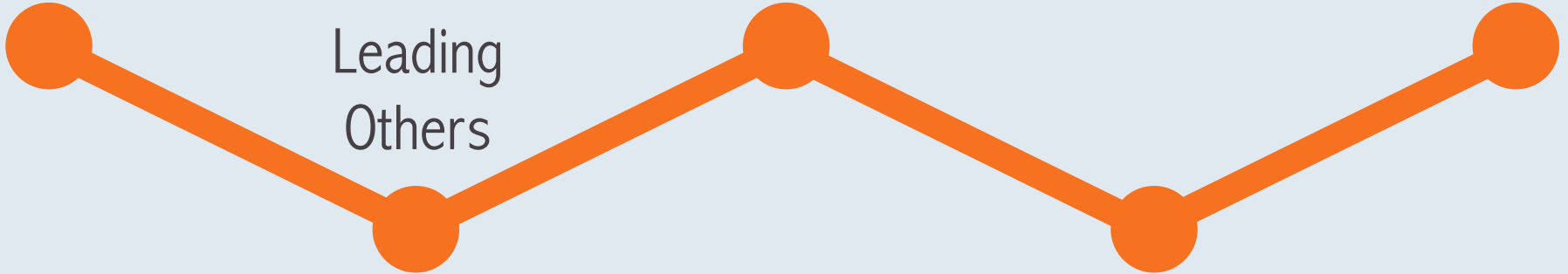
Leading Departments

- Responsibility over entire departments
- Provide visionary leadership for a department. Works through the leaders or leaders
- Eg: Worship Director, Small Groups Director

Leading Yourself

Leading Others

Leading Leaders



Leading the Organisation

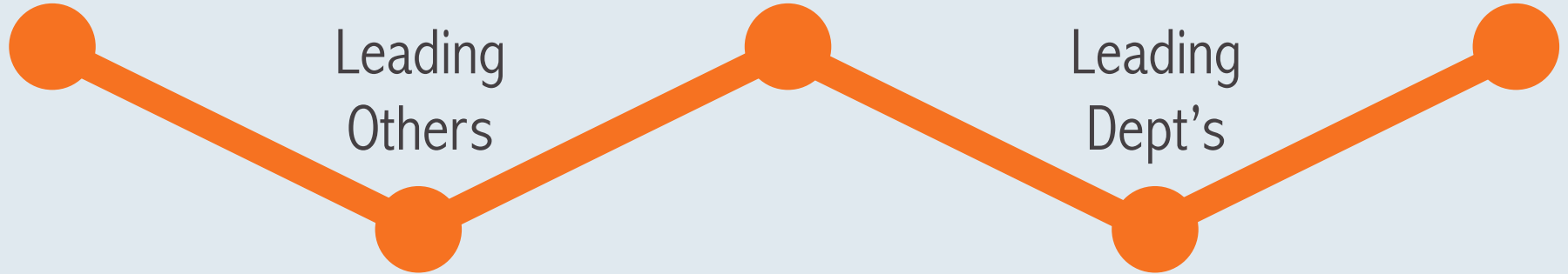
- Responsibility over the entire church/organisation
- Provides visionary leadership for the entire church/organisation
- Eg: Senior Pastor, senior leadership team

Leading Yourself

Leading Others

Leading Leaders

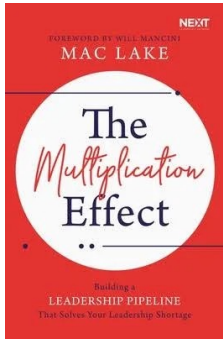
Leading Dept's





Key Principles

1. Shifts focus to a systemic view
2. ‘Scalable’ to any size church
3. Identifies strengths and weaknesses at transition points
4. ‘Blockages’ in pipes stink
5. Not everyone will move through the entire pipeline – but many can/will
6. Intentionality eats wishful thinking for breakfast




The journey so far

- Went through Mac Lake training with staff
- Identified levels in our pipeline
- Met with Craig Corkill & discussed transitions, resources, responsibilities.
- Implementing pipeline into our processes



SOUTH COAST
LIFE CHURCH



Senior Leadership
Lead Pastors, Elders
Leading the church

Department Leaders

Associate Pastors, Ministry Leaders for Families, Ministry Leader for Worship
Leading Leaders

Leader

Connect Group Leader, Hospitality Team Leader, Service Leader, Worship Leader, Youth Leader, Kid's Leader

Volunteer

Welcomer, Hospitality Team Member, AV Team Member, Cleaning Team Member
Leading Self

Attender

Attends a gathering

1. Attender to volunteer



Key Identifiers

- Attendance at services, kids or youth ministry, Connect Groups

Movement to next stage

- Tick box on ministry cards
- Invitation to serve at 'Welcome Lunch'
- Conversation with a Pastor, Leader or Elder.

Who is responsible for movement to next stage

- Pastors, Ministry Leaders

Training/Resources needed for movement to next stage

- Role descriptions, Training Videos, Code of Conduct & Screening Questionnaire, Culture Builder Evenings, Ministry Team Meetings



Volunteer to Leader

Key Identifiers

- Serving faithfully in a ministry
- Attendance at Culture Builder Evenings, Ministry Team Meetings
- Become a member

Opportunities

- Worship Leader, Service Leader, Connect Group Leader, Ministry Team Leader, Preaching

Movement to next stage

- Invited by a Leader to train
- Conversation with a Pastor about taking the next step. "I see in you"



Volunteer to Leader

Who is responsible for movement to next stage

- Pastors, Leaders (Worship Leaders, Ministry Leaders etc.)

Training/resources needed for movement to next stage

- Role Descriptions
- Safe Spaces Training
- Leadership Retreat
- Culture Builder evenings

Leader to Department or Senior Leadership



Key Identifiers

- Leading a ministry team, connect group or area of influence well
- Attendance at Leadership Retreat
- Attendance at Culture Builder evenings
- Attendance Christian leadership conferences
- Having conversations about church planting
- Sharing vision for ministry, bigger than ministry team
- Desire to study at Bible College

Opportunities

- Elder
- Church Planter
- Pastor/Staff

Leader to Department or Senior Leadership



SOUTH COAST
LIFE CHURCH

Who is responsible for movement to next stage

- Lead Pastor

Training/resources needed for movement to next stage

- Role Descriptions
- Leadership Retreat
- Conferences attended by team
- Take part in strategic planning days
- Meeting with Lead Pastor

Personal / Small Group Exercise

- Privately:
 - identify/describe the different levels of leadership in your context
 - identify where are the biggest 'blockages' in your pipeline currently? What's causing them?
- Share in your group:
 - where the blockages are
 - strategies & resources that other members may suggest



Next Steps

1. Rolling out training in Leadership Pipelines in 2023 – you get the first priority for engagement.
2. Contact me to lock in your priority placement.
3. Check out Mac Lake on 'Leadership Pipelines' on YouTube.