Build Leadership Pipeline

Lesson Three: Analyse Your Church

Welcome to Lesson 3 of Building a Leadership Pipeline to improve the health of your church. We're going to talk about analysing your church and the various elements and spectrums that are in your church in regards to volunteers and leaders.

I just want to reemphasise again that leaders build pipelines and I want you to understand the pipeline that already currently exists in your church. I want you to get a better handle on that and then be the leader who builds the pipeline in the way that it needs to built, that you want to build it, to grow that healthy church.

So let's talk about the different elements of the Leadership Pipeline in every single church. I look at five elements, five spectrums if you like of a Leadership Pipeline.

**Do nothing**

The first one is those people who do nothing in your church. Every church has them. People who are consumers and who are not big contributors in terms of serving. There's a group of people, and we need to know how to handle those people, and we're going to cover a lot of areas of recruitment and training and the sort of meetings you need to have with leaders and volunteers and also how to retain them and so on through this roadmap and we focus on this and recognise there are people who do nothing. They are part of your pipeline even though they are not currently serving.

**Doers**

The second group of people are what I call the Doers and these are people who are the largest group of volunteers in your church. They can be a greeter, a singer, they can operate the multimedia, hospitality hosts, small group leader, musician, admin support, youth work and so on. These are people who have a task to do, they have a ministry to fulfil and I call them the Doers.

**Delegators**

The third group of people are the Delegators. You're getting the trend here, we're going to end up with give D's! The Delegators are those volunteers who lead teams of people. They go beyond serving as a Doer in a particular area and now they're leading others. These are a key part of your Leadership Pipeline. They lead teams of greeters, teams of musicians or children's workers or youth workers or hospitality people. Whatever area they're working in, they delegate tasks to people. They're a Delegator, they're a Team Leader.
Designers

Now the fourth level, the fourth element if you like of a Leadership Pipeline is the Designers. Now in smaller churches Designers and Delegators merge into one level but as a church becomes medium in its size, and especially when it becomes larger, you have this division between Delegators, those who lead teams, and Designers, those who design Departments, those who lead Departments.

So in a medium size church, let’s take the children’s church for example. A Designer could be leading the whole children's ministry but in that area they have two Delegators, one who looks after the older primary aged children, those who are like 7 -11 and then they may have someone who looks after the 4 - 7 and maybe a third team for the under 4's. They have three Delegators who oversee the work of a whole range of Doers.

So Designers will oversee a Department, Delegators will run teams within a Department and Doers will actually do the work within the Department.

Dreamers

The fifth D is what I call the Dreamers. These are the Pastors, the visionaries, the one who sees the next mountain, the Pastor who sees the dream, the vision and encapsulates that and casts that as a leader into the life of his Leadership Pipeline. So Designers capture that dream, Delegators capture it, Doers capture it and we want to get the Do Nothings out of that zone into being Doers in the life of your church.

This is a Leadership Pipeline. This is the Leadership Pipeline in your church. Again, Delegators and Designers may be only one spectrum in your church, one level in your church because of the size and you don't need to split that but as you grow that will be a natural move that will happen in the life of your church.

So understanding the Leadership Pipeline, once you get that understanding you begin to see, oh I need to move people through the pipeline. We're going to talk about the particular training needs of some of these areas, the Doers, the Delegators and the Designers, so that you can train to help people move from a Doer to a Delegator and then onto a Designer.

One point of caution about this - not ever Doer will become a Delegator or a Designer. You’ll always have a great big bulk of people doing in your church, smaller group delegating and a smaller group designing. Again it will be a pyramid shape in that sense. But it's good to get a handle on this Leadership Pipeline.

Next Steps

So next steps, what should you do?
Print list of adult members

Print out a list of all your adult members. Those who are post high school age. Print them out and I want you to do a couple of things with that list.

Highlight 5D's

Firstly grab a bundle of highlights, fluoro coloured highlighters and highlight the 5 D's. Who's doing nothing - maybe highlight them in red! Then the Doers - who's doing? Who's the Designers, the Delegators and Dreamer find yourself on the list if you're the Pastor and highlight yourself. Highlight those areas.

In other words, understand the different elements of the pipeline within your church because different elements need different training, different focus and a different emphasis from you in their development, in their growth and just in their workload.

Pray over the list

Pray over the list. Pray over those who do nothing. Ask the Lord to move them to become Doers. Pray for your Doers that they will serve with excellence. Pray for your Designers and Delegators as they lead teams and Departments that they'll have the ability to do that.

Pray through that list every single week and believe God to enable people to serve well and those who aren't serving that they may be able to serve really well.

God bless you. This is Lesson 3: Analyse Your Church. Why don't you spend some time doing that right now? Print out that list, spend some time analysing it and we'll catch you in Lesson 4.

Download and Complete the Check List