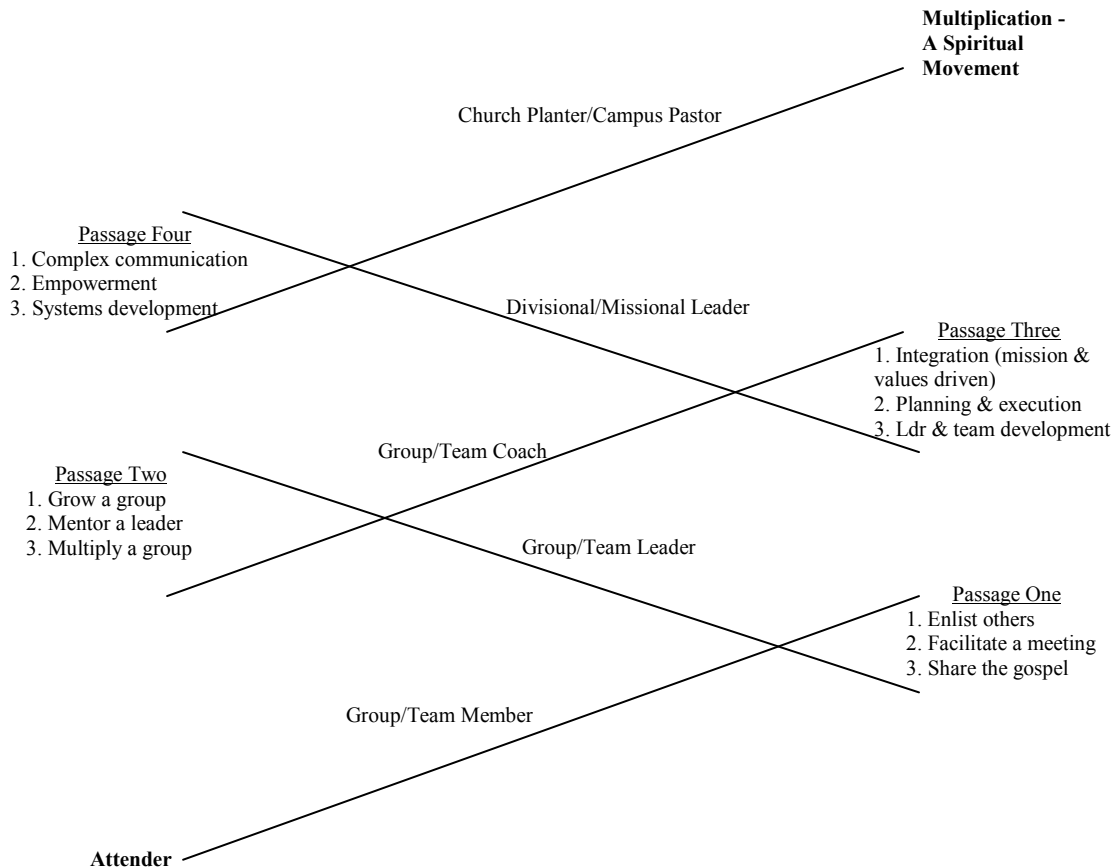


Leadership Pipeline for Crossbridge

The Leadership Pipeline model provides a system for always having the leaders you need. The model entails a series of passages that come with very specific **values**, compulsory **skills**, and **time** requirements. The Crossbridge application has four important passages that need to be recognized. Failure to recognize these passages will create a clog in the pipeline. The following diagram illustrates the Crossbridge model.



The first passage is from Group or Team Member to Group/Team Leader. The hope is that every Group/Team Member will experience personal transformation and engage in missional activity. The *skills* to make the passage from member to leader include: 1) enlisting others into a group, 2) facilitating group meetings, and 3) sharing a gospel testimony (e.g. the plan of salvation). The *time requirement* to become a leader is primarily an investment in outreach and meeting preparation. The *values* needed to make this passage are the values of connecting people and creating community.

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The second passage is from Group/Team Leader to Group/Team Coach. The hope is that every Group/Team Leader will effectively shepherd a group and mentor an apprentice. The *skills* to make the passage from leader to coach include: 1) growing a group, 2) selecting and developing a new leader (e.g. an apprentice), and 3) multiplying a group. The *time requirement* to become a coach is primarily an investment in one-on-one mentoring/coaching meetings. The *value* needed to make this transition is the value of mentoring, of developing an individual leader.

The third passage is from Group/Team Coach to Divisional/Missional Leader. This leader may be a lay leader, an Elder, or a staff person. The hope is that every Divisional/Missional Leader will effectively assume a strategic leadership role such as a staff role, a major ministry director, or some other type of high level leader within the church. Their responsibility will include strategic planning and development within the organization. The *skills* to make the passage from coach to leader include: 1) integration – the realization that everything we do is mission and values driven, 2) planning and execution, and 3) developing leaders and building teams. The *time requirement* to become a Divisional/Missional Leader is time for analysis, planning, recruiting and delegating. The *values* needed to make this transition are the values of reflection, thinking, and working through others.

The fourth and final passage is from Divisional/Missional Leader to Lead Pastor. This Lead Pastor may be a Church Planter, a Campus Pastor, or a Lead Pastor in another church. The hope is that this pastor will be able to be a long-term visionary both locally and globally, inspire larger followings, and resource strategic leaders who can one day be sent out. The *skills* to make the passage from Divisional/Missional Leader to Lead Pastor include: 1) complex communications, 2) empower key leaders to accomplish goals through others, and 3) develop systems for impact and sustainability. The *time requirement* to become a Lead Pastor is primarily thinking (visionizing, strategizing, and brainstorming on resources), and preparation time for effective communication. The *values* needed to make this transition are the values of holistic ministry, a kingdom perspective, and the value of sending others out. Lead Pastors must then continue to develop their skills of visionizing, communicating, and mobilizing people and resources.