

# 3 Stages of Leadership

*Every Volunteer (or Staff) will fall into 1 of 3 "Leadership Stages": Technician, Equipper, Multiplier.*

**Technicians** (Entry Level) "People who *do* ministry" – Eg., "I like to lead worship / teach kids, etc."  
- They either have (or are acquiring) the skills & success of *DOING*.

**Key Attributes:** front line talent, work-horses; Do-ers.

**Equipper-Coaches** (Intermediate Level)- People who *equip others* to do ministry  
(E.g.), "I don't lead worship" *rather*, "I teach OTHER people how to lead worship"  
- They go from *DOING* to **MODELING**.

**Key Attributes:** People Magnets / Party Throwers / Inviters

**Multipliers** (Advanced Level) People who build entire family trees of Equipppers & Technicians  
- E.g., "I don't lead worship. I lead a team of worship recruiters and coaches."  
They go from **MODELING** to **MANAGING Core Values**

**Key Attributes:** Full awareness of ministry dna; Good at gently enforcing / affirming it.  
- & Everyone they coach has their OWN TEAM that they coach – 3 level Family-Tree or more.

## Identifying an Equipper Coach:

*Do people generally respect this person's talent, character, and ways of treating people?*

*Do they have 4-7 Good Christian friends in our church and a Weekly Ministry?*

*Would you trust them to throw a rocking party where everyone is guaranteed to have an amazing time?*

*Are they a people magnet – do they have the ability to be relationally attractive?*

*Would you trust them to make sure people don't just "do a task" but "had fun" doing a task?*

*Are they active in assessing whether other people have found their 4-7 friends and a ministry?*

*Do they have the capacity and awareness to invite people into deeper levels of commitment and maturity?*

(If you answered "No" to more than 2 of these, then they probably aren't ready to be an Equipper-Coach)

## Identifying a Multiplier:

*Would you trust them to fully understand & teach the core values / dna / vision of your ministry?*

*i.e., the I.P.O.D.S. (imperatives; preferences; optionals; & 'don'ts'. (standard operating procedures)*

*Would this person qualify for all of the criteria for Equipper Coaches?*

*Can they attract & lead a diverse team in terms of age, ethnicity, gender? Or, do they merely "attract who they are?" Would high level leaders, givers, or people over 50 years old follow this person?*

*Would you trust them to troubleshoot the systems, policies, and procedures of your ministry?*

*Would you trust them to confront someone on your behalf (in relationship to some transgressed core value)?*

*Would you trust them to gently "un-invite" or prune certain leaders from your ministry who consistently don't fit?*

*Are they aware of how your ministry affects the momentum and volunteerism of other ministries?*

(If you answered "No" to more than 2 of these, then they probably aren't ready to be a Multiplier)

## The FIVE Cliffs: Every ministry has 5 Obstructions that keep volunteerism from scaling/expanding.

(i.e., 5 Reasons why volunteers get frustrated and/or quit following a leader or ministry.)

**Convenience Cliffs:** "It's too inconvenient for me or my family to serve in this ministry;"

**Skill Cliffs:** "It's too technical, high-pressure, or complex for me to feel comfortable serving."

**Pastoral Cliffs:** "I don't feel known, valued, or spiritually stimulated. I.e., It's not relationally fun."

**Communication Cliffs:** "I don't really know what's expected of me in terms of time, talent, or character, or how to give feedback when expectations are off."

**Synchronization Cliffs:** "I feel tension between this ministry and other parts of the church."