

AI Fluency Rubric for Church Staff

Take an honest look at how you're using AI in your ministry role today. Use these five levels to gauge the maturity of your knowledge and usage of AI

1 Aware

"I know AI exists and I've tried it."

- You've tried an AI tool (like ChatGPT) and use it a couple of times a week, mostly as a replacement for Google search or Grammarly.
- You haven't built any repeatable process or workflow around AI yet.
- It's hard to describe how AI connects to your specific ministry role.
- If the tool disappeared tomorrow, little about your work would change.

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"I know AI exists and I've tried it."

2 Assisted

"I use AI to speed up tasks I was already doing."

- You use one or two AI tools regularly, perhaps one for general questions and another for content generation.
- You reach for AI a couple of times a day for specific, recurring tasks within your existing workflow.
- You're using prompts or trainings that others showed you, but you haven't started experimenting on your own yet.
- The scope of your work hasn't changed, just the speed of certain steps.
- Your AI output still requires significant shaping and review before it's ready.

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You could list what AI helps with, but the list is short and stagnant.

3 Integrated

"AI is woven into how my entire workflow operates."

- You're starting to feel genuinely empowered by AI; it's part of your weekly rhythm, not just something you pull out for one-off tasks.
- You're beginning to think in terms of workflows and systems rather than individual tasks.
- You've handed off tedious tasks to AI, freeing up time and mental energy for the work that matters most.
- You're doing things you couldn't or wouldn't have done manually; new capabilities have opened up.
- You've built repeatable prompts, templates, or systems you return to consistently.
- You can point to measurable differences in your output quality, coverage, or consistency.

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Your weekly workflow would feel noticeably different without AI.

4 Transformative

"AI has expanded both the reach and quality of my ministry."

- You feel like you're living in a new world; AI is a constant partner throughout your workday.
- You have automated tasks running that complete work you would have done yourself, and AI regularly surfaces insights you wouldn't have had access to on your own.
- Your time for thinking and creating has increased, and the productivity of that time has grown as AI works alongside you to do the heavy lifting.
- It feels like you have a new team member you supervise; you're daily assigning tasks to AI, reviewing its output, and directing it toward the goals that matter most.
- Your ministry capacity and the quality of care you provide have grown in noticeable ways without proportional growth in hours or headcount.

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You feel like you have a new assistant you can delegate tasks to and train.

! Misaligned

"My use of AI has moved beyond the boundaries of God's design and my calling."

- Your level of effort has dropped rather than been redirected; a healthy use of AI means you're putting in the same energy but achieving more, while an unhealthy use means AI has become a crutch and you're simply doing less.
- AI is handling both mundane and creative tasks without you meaningfully in the loop.
- Ministry work and relational touchpoints are being managed by AI without your active oversight.
- AI has become a replacement for your role rather than a supervised team member working under your direction.
- Congregant data may be flowing through AI tools without appropriate consent or safeguards.

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You're working less, not differently. AI is producing ministry content in an unsupervised way.