



The Torch

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Problem

“ According to the statistics presented at a Leadership Network Succession Conference on March 26, 2013, close to sixty thousand churches go through transitions in leadership each year”. Sixty thousand churches were without a pastor for a time period and some churches were unprepared for their absence.”

Survey of Biblical Succession

Elijah to Elisha (2 Kings 2:9-15)

Moses to Joshua (Numbers 11:28, 27:18-23)

Jesus to Disciples

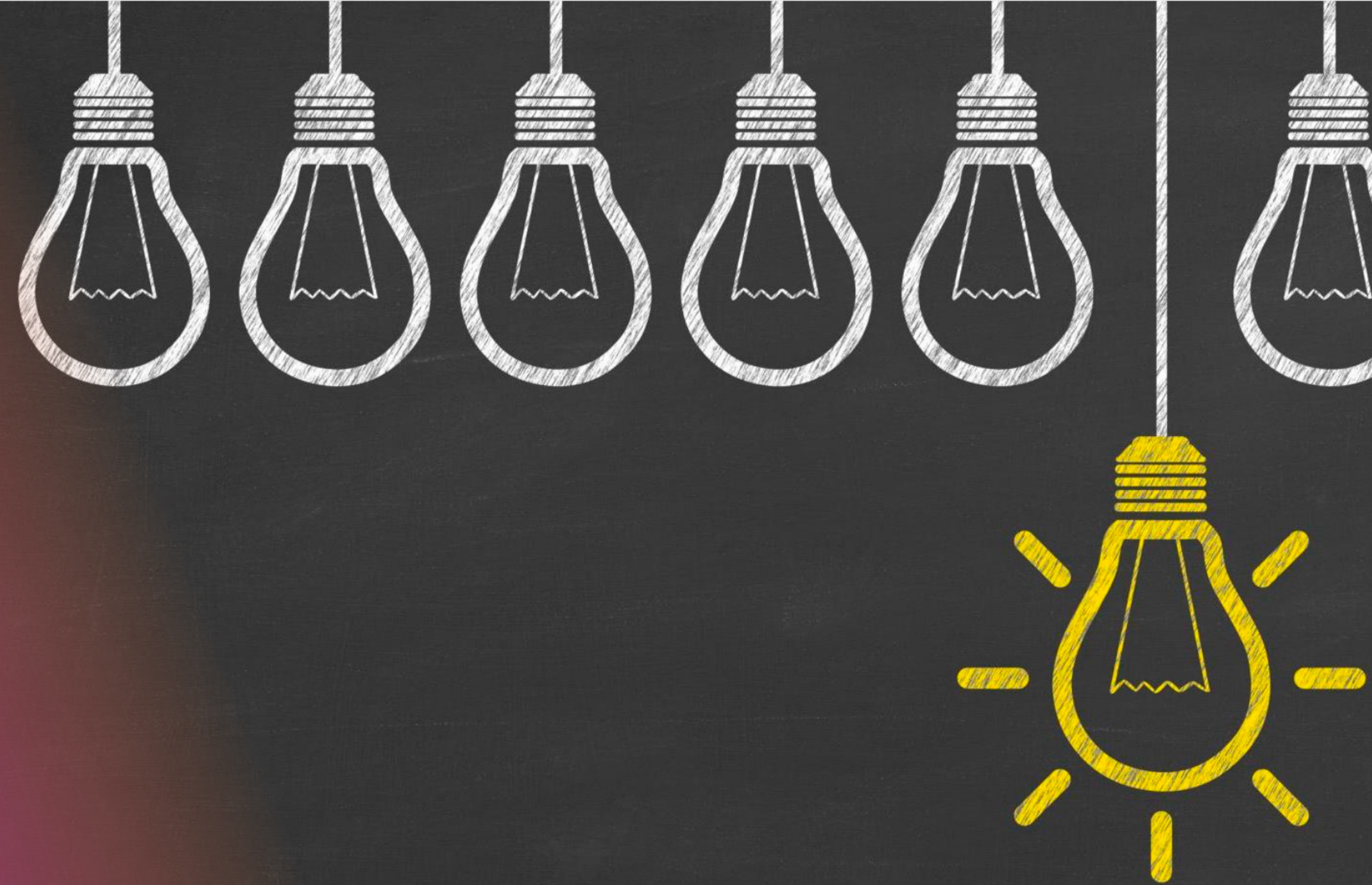
Barnabas to Paul (Acts 11:24, 9:26-27)

Paul to Timothy (2 Timothy 1, 4)



Biblical Model of Succession

- God chooses next leader
- Leader teaches, trains, and equips.
- Leader commissions the successor.
 - Recognizes the successor.
 - Recognizes the leadership and character of the successor .
 - Show the approval of the leader.



Organizational Model of Succession

- Purposeful Hiring
 - Hiring on potential succession
- Succession for cultural continuity
 - Ideologies
 - Values
 - Norms



Church Success(ion)

- Research Correlation of Congregational Success and Succession Plans
- The education of the new leader before he or she begins in her role affects the outcome of the congregation's response to the new leadership.
- Continuity of morals, vision, ethics and doctrine all help congregants' acceptance of the leadership transition.
- The succession plan took three years of shifting responsibilities, building trust and an exit plan.

The Exit Strategy for the Church

- “Exchange Zone”
 - Leader Prepare and Process Transition
 - Passing Baton
 - Leader relinquishing and stop running





Variables

- Leadership style of the next leader
- Transition Period (Delay and Presence creates confusion)
- Elder Rule vs Pastoral
- Congregant Commitment before transition
- Reason for the transition in leadership