**“The Transition Of A Leader”**

“There was a man sent from God whose name was John. He came as a witness to testify concerning that light, so that through him all might believe. He himself was not the light; he came only as a witness to the light.” John 1:6–8 (NIV)

There Was A Man

Sent From God

Divine Authorization

1. Focus – bearing witness to the light. Christ-Centered Focus
2. Filter – to sort out expectations for new leaders.

“Pastors who do their work well should be paid well and should be highly appreciated, especially those who work hard at both preaching and teaching.” 1 Timothy 5:17 (TLB)

“But how shall they ask him to save them unless they believe in him? And how can they believe in him if they have never heard about him? And how can they hear about him unless someone tells them? And how will anyone go and tell them unless someone sends him? That is what the Scriptures are talking about when they say, ‘How beautiful are the feet of those who preach the Gospel of peace with God and bring glad tidings of good things.’ In other words, how welcome are those who come preaching God’s Good News!” Romans 10:14–15 (TLB)

Whose Name Was John

“On the eighth day they came to circumcise the child, and they were going to name him after his father Zechariah, but his mother spoke up and said, ‘No! He is to be called John.’ They said to her, ‘There is no one among your relatives who has that name.’ Then they made signs to his father, to find out what he would like to name the child. He asked for a writing tablet, and to everyone’s astonishment he wrote, ‘His name is John.’” Luke 1:59–63 (NIV)

“So Christ himself gave … the pastors … to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:11–13 (NIV)

Who are we looking for? Who do we want our new leaders to find us to be?

Preferences will be our primary struggle …

|  |  |
| --- | --- |
| Chaplain vs. CEO | Insider vs. Outsider Focused |
| Evangelism vs. Discipleship | Introvert vs. Extrovert |
| Preaching vs. Worship | Topical vs. Expository |
| Clock-Aware vs. Spirit-Led | Preacher vs. Administrator |

Someone who (common language & framework) (1 Timothy 3 & Titus 1) …

1. Has been found by Jesus. (Repentance, Faith, Forgiveness, Grace & Mercy)
2. Faithfully and wholeheartedly follows Jesus. (Direction, not perfection. Obedience & Submission)

Loves his/her family like Jesus. (Lays down life, sacrificial)

* + Spouse “called”, healthy marriage, kids aligned with the will of God. Say NO to you! ☺

Passionately upholds and creatively communicates the words of Jesus. (Authority & Reliability)

Is authentic & transparent about their ongoing need for & dependency upon the Spirit of Jesus.

* Fruit & Gifts

Models service (serving-towel, humility) like Jesus. “He must increase, I must decrease.” (Jn. 3:30)

Embodies a C-7 approach to leading on behalf of Jesus.

Character – integrity, ethical, moral, holiness, generous (spontaneous, strategic, sacrificial)

Competency – preaching, teaching, leading, caring (the “what” of the role)

Chemistry – connects relationally with staff, board & church family, likeability

Culture – “gets” western PA, vision for reaching our area

Calling – not a job, a lifestyle, “all in”, owner vs. manager

Capacity – ability to grow, adapt, develop, teachable, curious, life-long learner

Circumstances – transitioning from their previous role with honor & a good reputation

What value will you add to this transition in our leaders?