



SUCCESSION PLANNING

Navigating Seasons of Transition

The Importance of Succession Planning

The topic of Succession Planning has come to the forefront of leadership thought and conversation. Today's churches realize the importance of stewarding a succession planning process that builds on their history, honors its aging leaders, and prepares for the future.

In seasons of transition most churches simply ask who the next pastor will be, and seek to pass the baton from one leader to another. However, in order for transition to be successful, a church must consider the overall health of the ecosystem in which this transition is occurring. ECO will have a high percentage of soon-to-be retirements in the years to come. In an effort to prepare for these changes, ECO is working to help equip our churches to prepare for these inevitable transitions and reduce its potentially the negative impacts upon our churches. This process is based on Barna research and helps churches to implement fundamental principles and strategies that make transitions successful. The elements that need to be considered in a transition fall in the following categories:

- 1. Continuity Factors** – There are 4 continuity factors that help churches review the foundational health of its leadership and its church community. These factors range from finances and governance to the church's understanding of its unique vision and mission. Churches can and should work on these continuity factors throughout the transition process and, in many cases, even before a transition is being considered.
- 2. Process Pathways** – There are three primary pathways that a church can use when looking at succession. There are variations with each process, but these are the main pathways:
 - Intentional Interim
 - Stop and Go
 - Overlap
- 3. Essential Signposts** – There are essential elements of a transition that a congregation must navigate well to increase the chance of success and minimize pain and disruption. Discussing these topics in advance will greatly enhance your transitional process.

COST

This process includes a one day on-site retreat with the Session and up to 13 Succession Planning workbooks, a 3-hour virtual follow up meeting, and 3 months of meeting with coaches for implementation and e-mail support.

Congregation pays \$4,000 plus travel expenses for the consultant and additional workbooks at \$10/per book.



For more information about this process, please email Kim Davis at kim@eco-pres.org