

TRINITY BAPTIST CHURCH

Initiative Proposal

May 14, 2016

INITIATIVE NAME

Succession Planning

CHAIR

Susannah Atkins

PROBLEM STATEMENT

There is no structure for succession planning when leaders have to step down from their ministry positions.

ACTION STEPS WITH OWNERS AND TIMELINE

(All of the following depends on creation of liaison between leaders and Elders, such as a Leadership Team consisting of one or two people)

TASK/ACTION	OWNER	DUE DATE
1. Create Leadership Team	Elders	05/31/16
2. Create list of ministries with their leaders	Penni Urquhart	06/01/16
3. Meet with leaders to find out status of ministry	Leadership Team	06/30/16
4. Meet with leaders preparing to leave their ministry to work on proposed succession plan	Leadership Team/ Ministry leader	Summer 2016
5. Contact proposed new leaders to discuss heading up ministry	Leadership Team/ Ministry leader	Summer 2016
6. Strongly recommend new leaders to attend Willow Creek Leadership Summit	Leadership Team/ Elders	Summer 2016
7. Provide training and oversight as needed	Leadership Team/	Sept to Dec 2016
8. Meet with new leader for support as needed	Ministry leader Leadership Team	TBD

CHALLENGES

1. Some leaders have to leave with short notice.
2. Ministry does not have people appropriate for leadership at that time.
3. People may not want to lead that ministry.

WHAT DOES SUCCESS LOOK LIKE?

1. Smooth leadership transitions to avoid confusion and potential hold on ministry activities.
2. New leaders feel supported and prepared for new responsibilities.
3. Old leaders have confidence ministry will run well.
4. Volunteers feel secure that ministry will run with little or no confusion during change in leadership.

HOW DO WE MEASURE IT?

1. List of ministries with potential leadership change.
2. Survey new leaders as to level of support they received.
3. Survey ministry volunteers as to effect of leadership change.

IMPLEMENTATION/ROLL OUT/LAUNCH PLAN

(See Task/Action list)

Follow-up Q&A

Q: What are the ministries? Are Small Groups ministries?

A: The head of the Small Groups ministry would know

Q: Would The Walk be considered a ministry?

A: Probably. The leadership team might have oversight over The Walk.

Q: Would the leadership team see the gaps and help fill them (i.e. the Women's Ministry)?

A: Yes, the leadership team would be able to help take the responsibility on for the elders.

Q: Is the leadership team responsible for making establishing what good leadership looks like?

A: Yes, tie in leadership support and training. Should be evaluations and vetting.

Comments:

- Needs to be happening on a routine basis.
- Check that the current leaders are acting in their gifting and that the new leaders are acting in their gifting.
- Where do we get the successors?
- How do we fit these people into guided leadership tracks based on their gifting?

Q: What about new leaders shadowing the current leaders?

A: That would happen in the new leader training process.

Comment:

- Need to build into our accountability what happens if I got hit by a bus? Where would I need to plan better? What would need to happen? Need to give the support leaders opportunities to step up and lead *before* you get hit by a bus. Have to practice it early before you need it.
- Have everything written down so there is no question as to what you are doing as a leader.
- Because we are an international church, we need to consider how to train without losing individual styles.