



Succession Planning and the XP

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Succession is different from search.

Succession is more about current pastor than finding the next pastor.

More accurately, it starts with current situation and moves to the future of the church, then the successor.

SUCCESSION IS DIFFERENT FROM SEARCH

Succession is the intentional transfer of power, leadership and authority from one primary leader to another.

BASIC SUCCESSION

Succession is a spiritual, emotional and structural (organizational) transition for the primary leader, their spouse, governing board, staff and congregation and must be addressed in totality.

IT IS A JOURNEY PROCESS

All transitions should have healthy endings, then neutral zones that lead to new beginnings.

And there are things leaders can do to facilitate those phases in a healthy way.

AND THAT'S WHERE TODAY WE WILL FOCUS ON XP

Bring it to the Attention

- Relationship w/ the pastor
- Responsibility for future plan
- Recording of the path

Emergency Plan

This is the plan for emergency Senior Pastor
Succession

But also can apply to XP role

Monitor vs. Drive

The proper role in this matter

How do you fit?

Special case of XP to SP

NOT VERY OFTEN BUT DOES HAPPEN

Keeping Regular plan

As planning and implementation leaders – Big Picture
and Detail

FARM

Generosity Initiative

Celebration

More about congregation than past leader

Importance for the emotional journey

Free Stuff!

Emergency Plan Template

Pastor Smart Succession Tool List

Smart Succession Ebook

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