



Generis

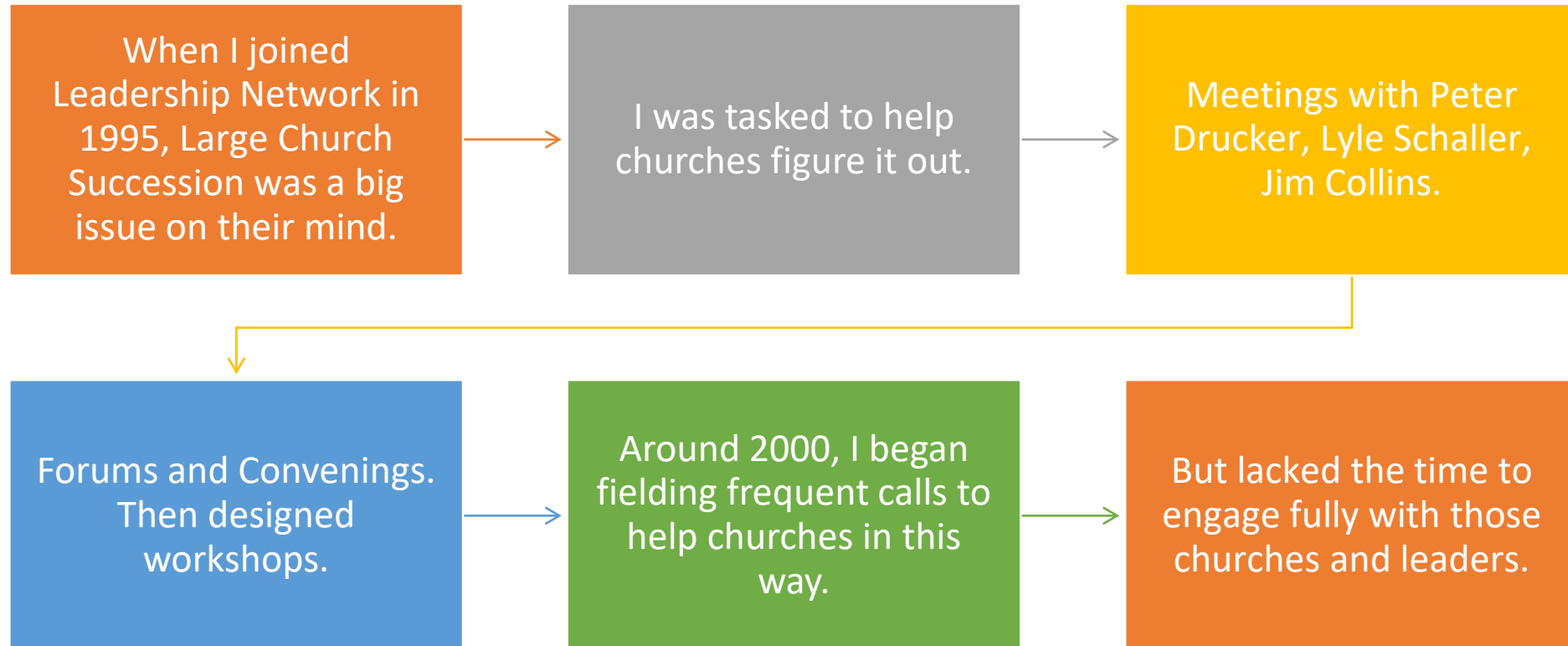
Senior Pastor Smart Succession Process

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Generis

How I got to this place



But in 2018

- I retired from Leadership Network.
- My friends at Generis asked me to join to work in this area for them.
- A result of working or having extensive conversations with over 180 different churches in this area. Most of them are larger.
- Developed toolset and structure for the process.
- About 80% of my work is with Senior Pastor Smart Succession.



Who I serve best

- Churches with Long Term Senior Pastors
- These leaders have led the transformation of the church over that season.
- “We are a different church than we were when that leader came or became the pastor.”
- Pathbreaker Pastors.
- These churches are totally different from those that change leaders frequently or have had few changes over the years.

The Key Guiding Question

What does success

Look like

THREE YEARS AFTER

The handoff?

For the Current Pastor, their family,

The next pastor, the board, the congregation.



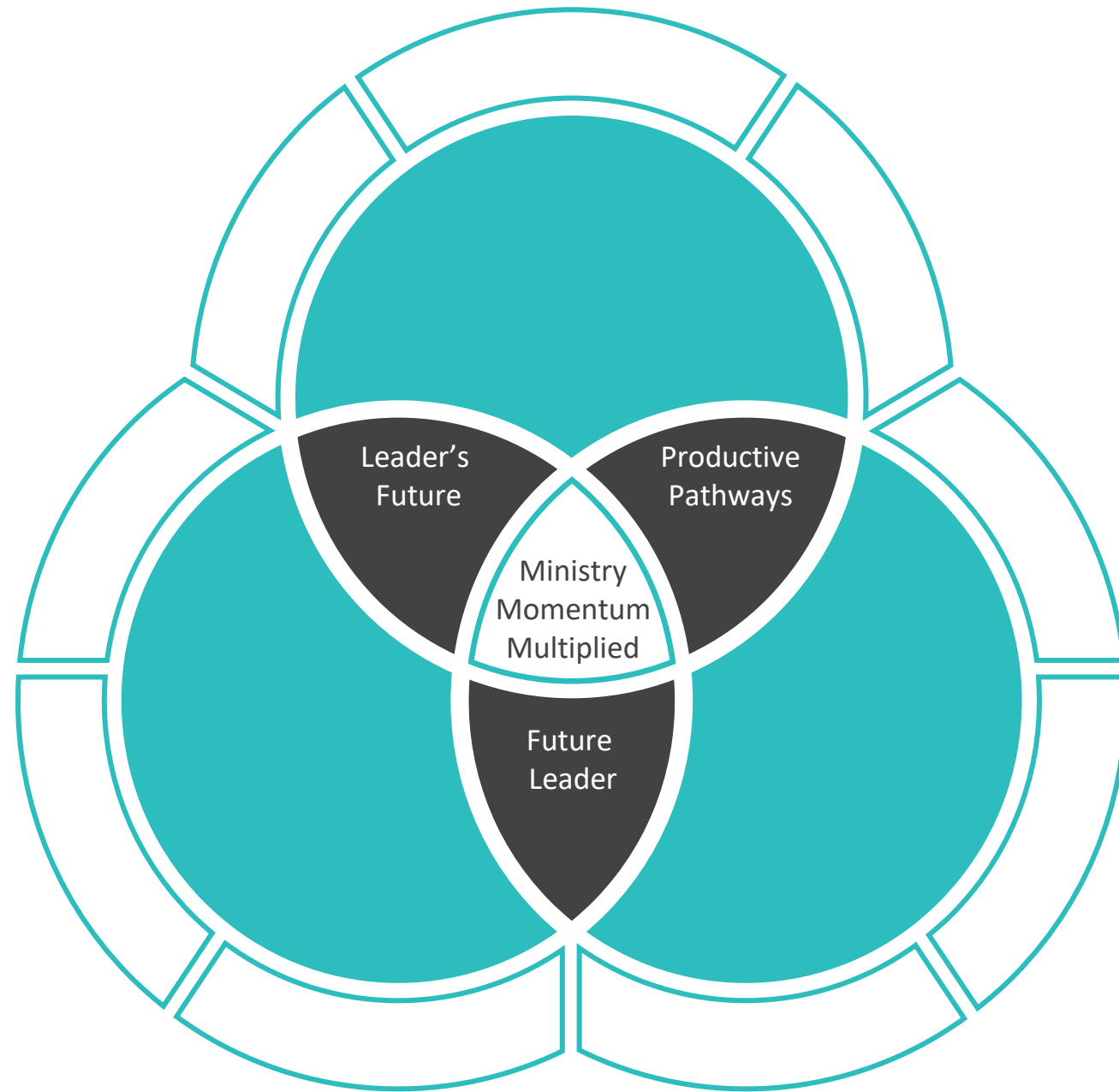
We believe Pathbreaker Pastors
and their churches deserve to see

Ministry Momentum Multiplied

And in 98% of my contracted clients, that is what we have seen
over the season of succession and transition



Senior Pastor
Smart
Succession



Senior Pastor Smart Succession

3 Key Outcomes

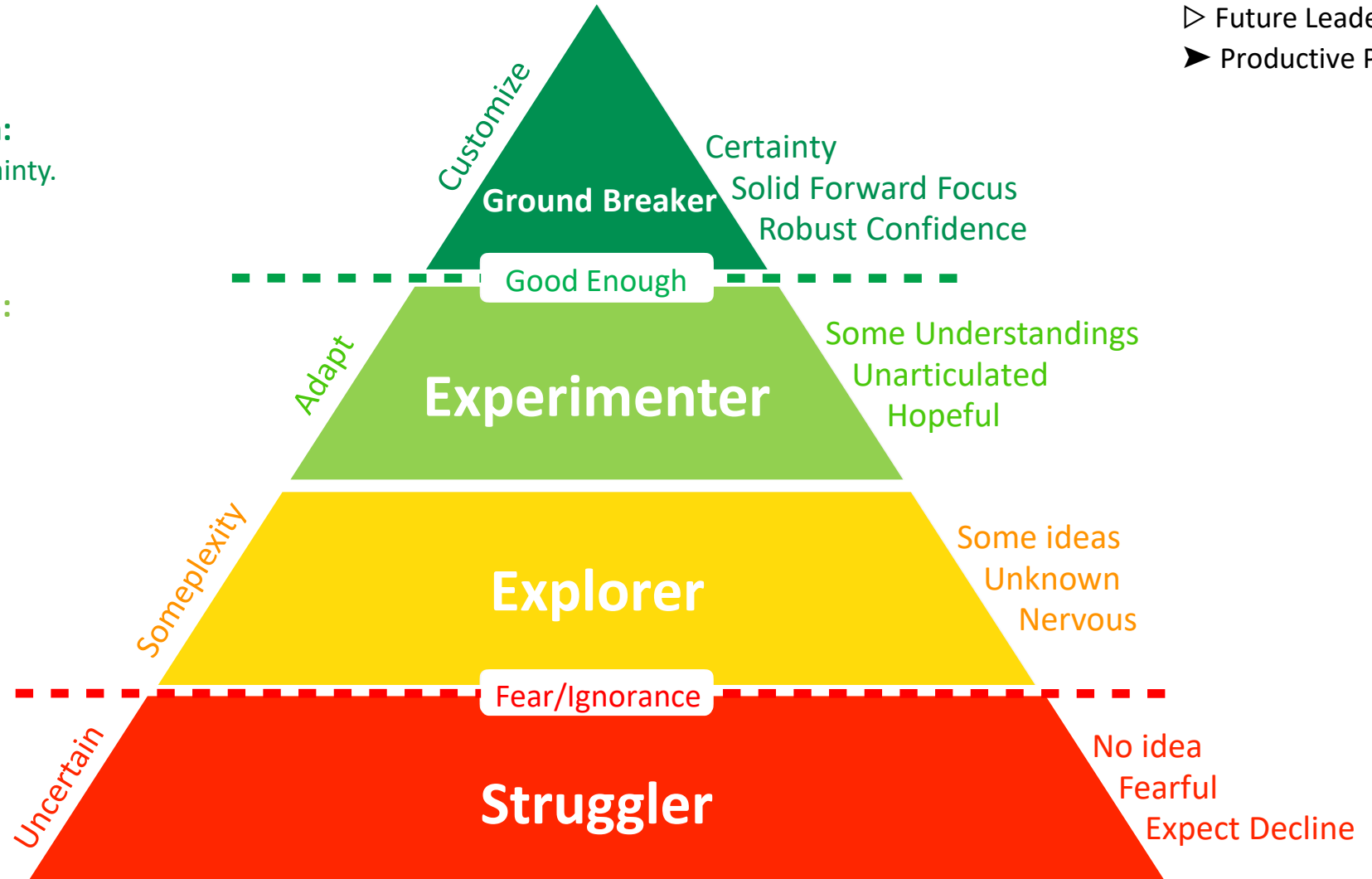
- ▶ Leader's Future
- ▷ Future Leader
- ▶ Productive Pathways

Dark Green Zone Truth:
As a church, we need certainty.

Light Green Zone Myth:
I have thoughts on a plan.

Amber Zone Truth:
This is a crucible moment for our church.

Red Zone Myth:
This is just executive search.



Seamless Story: How defined are the focused directions of the next chapter storyline?

Unclear

Hazy

Clear Definition

1

2

3

4

5

6

7

8

9

10

Red

Amber

Green

To move forward with the future leader,
the church needs a
relevant story through line
that moves the people to a new level.

Successor Selection: How aligned is your profile to the future story brief?

No profile

Unclear Profile

Well Defined Profile

1

2

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Red

Amber

Green

To make the best choice,
A church must build a full prospective future leader profile
that considers the needs of the church's next chapter
with input from various leaders,
regardless of whether an internal or external choice.

Onboarding Onramp: How intentional and thoughtful is the process for onboarding the new leader to the team AND orienting the team to the new leader?

No plan

A few items

Well defined process

1

2

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Red

Amber

Green

To have great transitions you need clarity in the layered and multifaceted process that helps the new leader get oriented to this role, staff, and congregation.

Faithful Flow – Future Leader	From Cautious to Confident	Tool sets
To move forward with the future leader, the church needs a relevant story through line that moves the people to a new level.	Seamless Story: How defined are the focused directions of the next chapter storyline?	The Futurestory Brief
To move forward with the future leader, the church needs a relevant story through line that moves the people to a new level.	Successor Selection: How aligned is your profile to the future story brief?	The Power Profile Blueprint
Great transitions have clarity in the layered and multifaceted process that helps the new leader get oriented to this role, staff, and congregation.	Onboarding Onramp: How intentional and thoughtful is the process for onboarding the new leader to the team and orienting the new team to the leader?	The Successor Start Initiative

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