



**Central Oak Grove
Missionary Baptist Church**

Succession Plan Workshop

**Preparing the church, ministries, and
leaders for faithful continuity.**

**“To everything there
is a season...”
Ecclesiastes 3:1**

Goal: Proactive planning that
preserves mission, unity,
ministry health, and
leadership continuity.



What Is a Succession Plan?

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- **A plan to help ensure the church will be viable and continue to exist.**
- **A plan to help make certain that the church and its ministries are spiritually, emotionally, structurally prepared for the future.**

A Succession Plan should/must be

- **Proactive, rather than reactive to transitions.**
- **Measurable, Relative and Current, and reflect the needs of the 'present' age in which we serve.**

Life and time happens to everyone.....

- **And has an impact on individuals, church ministries, and the entire church.**
- **To remain healthy the church must face and prepare for change that will occur as a result of any of the following.**



**Retirement
or
resignation**



Illness



**Physical,
spiritual, or
mental
limitations
or inability
to serve**



Relocation



A strong Church Succession Plan protects:

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- **The Mission of the Church**
- **The unity of the congregation**
- **The health of the ministries**
- **Continuity of leadership**

A strong Church Succession Plan also.....

- **Ensures that we are maintaining Godly ordained ORDER in the Church**

Succession Plans reminds us of two truths:

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TRUTH 1

It is not about US.

- ☐ **We are only one link in the chain of kingdom building.**
- ☐ **None of us is indispensable!**

TRUTH 2

- ☐ **We are only here for a season. (Ecc 3:1)**
- ☐ **We are called to make Disciples to ensure that the church continues to thrive.**

Succession Planning is not...

- A sign of distrust or weakness

But rather is an active display of...

- Godly Order and Strength
- Wise Stewardship and leadership

What should we consider/do on day one of any job or assignment?

- Why is this not done?

Succession Plans are not...

- Original Ideas or mandates from man

But rather they are mandates from God

- He is the MASTER/ULTIMATE succession planner.

God is THE Kingdom builder

- New Testament Kingdom building is progressive and generational

Generation 1

- From Jesus to Paul

Generation 2

- From Paul to Timothy (1 Tim 4:14, 2 Tim 2:2)

Generation 3

- Timothy to reliable people, like Titus

Generation 4

- Reliable people to other reliable people



Question:

- **What is the first/key that must be considered at the plan inception?**

Which runner starts...

- First?...why? Primary need? Fast starter

Which runner runs

- Second? . Why? Primary responsibility? The backstretch
- Third...why? Primary responsibility? The Curve
- Last...why? Primary responsibility? The Anchor



The 4x100 relay is a classic example of a Succession Plan

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- ☐ Singular goal **BEFORE** the race begins?
- ☐ What is necessary at each stage of the race?
- ☐ How does each stage matter in the totality of the race?



COG Needs Two Succession Plans

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- **Emergency Plan**
- **Long-Term Plan**

Why are both needed?

It's not too late!

Action items for COG

Begin a succession plan...

- for the Church (Pastor and Leadership...presented to church body)

Succession plan for each Ministry

- Lead by ministry heads

How to begin

- Pray for Guidance

Define required Qualities

- Identify skills, experience and character traits needed for success.
- Identify people who have the needed skill set or who you believe are able to be mentored, trained or taught.
- Present the intent and purpose to those identified and seek their agreement to be a part of the plan.



Action items for COG

Begin implementation

To	Person Person Person
Cc	Person
Bcc	Person
Subject	

- Be determined and deliberate.

Create opportunities

- ☐ Invest in mentee by delegating responsibilities.
- ☐ Be willing to take risks in leadership development.
- ☐ Coach, but don't micro manage!
- ☐ Don't deem the plan a failure because of failures along the way.
- ☐ Be willing to adapt or adjust plans to help ensure success.

Make certain details in the plan are measurable.

Revisit the plan regularly: bi-annually, annually, or as needed.

Monitor relevance and effectiveness; modify when necessary.



Measure



Revisit



Monitor



Modify



Closing Reflection

Lord, help us serve faithfully in our season and prepare others for the work You will continue.

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