**Preparing our Churches for Future Leadership Succession**

Keith Yoder and Reyna Britton, DOVE International

Preparing for succession through leader development, team building, and self-awareness; basic elements in designing a succession plan including typical signal markers in the process.

1. Succession is
   1. Intentional
   2. Strategic
   3. Organic
2. Leader development
   1. Jesus pattern Mark 3:13-15
   2. Experience, relationship (with His Father, Jesus, one another), instruction
   3. Tested in various roles and/or assignments Mark 6:7-12
3. Team building
   1. Context for community
   2. Formed in community Jeremiah 30:21
   3. Shaping the community
4. Succession plan
   1. Biblical example—effective; Moses to Joshua, Elijah to Elisha
   2. Biblical example—ineffective; David to Solomon
   3. Basic elements of process
5. Markers
   1. Self-awareness and otherness
   2. Timeliness for existing leader to transfer responsibility
   3. Readiness of emerging leader to embrace responsibility
6. Transfer
   1. Principles of honor while passing the baton
   2. Finishing well
   3. Continuity and confidence
7. Posture of DOVE: A commission
   1. **P**repare
   2. **A**ctivate
   3. **R**eproduce
8. Q & A