

Leaders Seeking Leaders:

Who is Your Joshua?

Presented by

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Objectives

- ✿ The What, Why, and the How of ministry succession planning
- ✿ What qualities to look for as you seek out leaders
- ✿ Tips on leadership training/development

Interactive

- ✿ Who is your favorite leader of all time and why?
- ✿ Who is your least favorite leader of all time and why?

Discussion

- ✿ What makes a leader a leader?
- ✿ What makes a good leader?

Let's Talk Legacy!

- ✿ What is it and why does it matter?
- ✿ One key indication of successful leadership is the legacy it leaves.
- ✿ Our goal as leaders should be to lead in a way that ensures continued successful ministry in our absence.

Succession Planning: What is it?

- ✿ Succession planning is a process for identifying and developing new leaders who can replace old leaders when they leave, retire or die. Succession planning increases the availability of experienced and capable leaders that are prepared to assume these roles as they become available.

Succession Planning: the “Why”

“Leadership is always a temporary assignment - always. Leaders do not own the teams, ministries or organizations they lead.

They simply steward what the Lord has entrusted to their care for a season.

Wise leaders embrace the temporal reality of leading, and they prepare

the ministry for the future. Because the assignment is fleeting, developing others for leadership is an essential responsibility of a leader.”

Lessons on Succession:

Moses and Joshua

- ✿ Moses heeded the wise advice of his father in law and developed leaders to assist him in the work he was doing (Ex 18:17-26)
- ✿ Joshua was one of the leaders that Moses chose specifically and initially to lead in battle (Ex 17:8-16)
- ✿ Moses intentionally poured into Joshua
- ✿ Moses allowed Joshua to walk closely with him, exposing him to details and nuances of leading God's people that others didn't see (Ex 24:13, Ex 32:17-19)

Lessons on Succession: Moses and Joshua

- ✿ Moses served his people by pouring into the life of Joshua
- ✿ Immediately after Moses' death, without hesitation- Joshua was stepped up as his successor and led the people of God.
- ✿ This was possible as a result of Moses intentional mentorship and investment in Joshua

Lessons on Succession: Moses and Joshua

- ✿ The Lesson: Leaders are responsible for future leadership!
- ✿ A leader who is not developing future leaders is either shortsighted or selfish; furthermore, they are not serving the organization well.

Leaders Seeking Leaders

- ✿ Qualities to look for in next generation leaders:
 - ✿ Faithfulness
 - ✿ Accountability
 - ✿ Integrity
 - ✿ Competence
 - ✿ Teachable

Developing Leaders

- ✿ Intentional Mentorship, Discipleship and Coaching
- ✿ Provide Educational Opportunities: in-house and referrals
- ✿ Provide Opportunities for them to lead
- ✿ Provide Encouragement and Support
- ✿ Offer Constructive Criticism & Feedback Regularly

Developing Leaders:

The “How”

* **SHOW** them How to do what you do

* Your role - Disciple them

* **PARTNER** with them: Do what you do with them

* Your Role - Mentor

* **WATCH** Them do what you do

* Your Role -Observe and Coach/Support

* **SEND** them do it on their own

Lessons on Succession:

Moses and Joshua

- ✿ Moses was intentional in developing future leaders
- ✿ God's people had a ready and God-fearing leader in Joshua following Moses' death.
- ✿ In the Scriptures, there is no record of Joshua investing in next generation leaders
- ✿ Following Joshua's death, a generation who did not fear God rose up and the people were led astray.
- ✿ How would you rate your leadership style? Is it more

SUCCESSION PLAN

- ✿ Refer to handout
- ✿ Who is Your Joshua?
 - ✿ Identify 1-3 people that have true leadership potential to do what you do in your ministry role.
 - ✿ Write 3 things you will do as a leader to help build, invest in, groom and prepare them for leadership.