



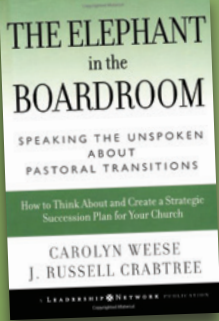
WALKALONG
consulting

evidence-based leadership for
effective and meaningful change

PASTORAL *Succession Planning*

Bridge of Transition

PASTORAL *Succession Planning...*



is an intentional approach to replace a departing pastor with a successor prior to that pastor's departure. It is a strategic process to develop the capacities of a congregation to build a "Bridge of Transition" between the time of the departing pastor's departure announcement through the arriving pastor's orientation. This model relies on evidence-based assessment tools developed by Holy Cow! Consulting to understand congregational health and vitality and to leverage congregational strengths for a successful transition. The model incorporates the principles of succession planning set forth in *Elephant in the Boardroom: Speaking the Unspoken about Pastoral Transitions* by Russ Crabtree and Carolyn Weese.

Typical Succession Planning Components:

- A one-day Audit and Process Definition workshop to determine the congregation's readiness to proceed with a succession planning process. If readiness is found, formal contact for services presented and process proceeds.
- Administration of Leadership Clarity Check to establish a baseline on leaders' perceptions of the congregation's health and vitality.
- A two-day Foundations Retreat to train leaders in the process of succession planning, identify the vision for a successful transition, establish the structure for the transition, and make preparations for the administration of the Church Assessment Tool and other evidence-based tools and/or focus groups.
- A two-day Findings Retreat with interpretation of assessments and recommendations on the three components of succession planning and training for three teams: transition team, search/call committee, and start-up team. A report to guide the three teams toward implementation of findings and recommendations.
- Follow-up with the three teams and governance leaders in a separate visit and/or remote consultation by video, email and telephone.
- The entire process can be completed over a three-four month period.

About Your Transition Consultant:

- Dr. James Pence has worked with congregations and faith-based agencies in fifteen states as a full-time consultant since 2007. Previously, he served for twenty years in executive leadership positions in colleges and universities, both public and private. With a doctorate in English and experience as a college professor, Jim brings both administrative and teaching skills to his work with clients. His special areas of interest and expertise include organizational governance, leadership development, personnel management, strategic visioning and creating accountability systems.
- Jim formed Walkalong Consulting in 2013 to broaden his work in the area of evidence-based leadership. The mission of Walkalong is to encourage evidence-based leadership for effective and meaningful change. The core value of Walkalong is to "strive side by side" with clients toward successful outcomes.
- Jim trained under and worked with Russ Crabtree in the interpretation and application of assessment tools in on-site settings.
- Contact Jim at jim@jimpenceonline.com, (253) 219-3795 or www.walkalongconsulting.jimdo.com