

The Tasks Of Transition

The Tasks Of Transition

1. What does transition mean & why is it important?
2. What are some of the tasks of transition?
3. How and when would you start a transitional process?

Congregational leadership for the process is vested in a group of church members chosen by the congregation. This group is often called the **Transition Team**,

Typically takes anywhere from 6 to 18 months depending on:

- Previous pastoral tenure
- Conflict
- Unhealthy finish

The process of transition is accomplished by the church and facilitated by consultants

Five Tasks Of Transition (Historic)

- Coming To Terms With History
- Examining Leadership & Church Needs
- Rethink Denominational Linkage
- Deepening Sense of Identity & Fresh Vision
- Preparation For The New Pastor

Tasks Of Transition (Emerging)

- Coming To Terms With History
- Examine the health of the church
- Assess community needs & missional opportunities
- Develop new sense of Identity & fresh vision/values
- Assess the type of church that will be needed
- Examining Leadership & Church Needs
- Preparation For The New Pastor



Case Studies

Situation 1

- 95-year-old rural church
- History of short-term pastorates
- Five years since the last pastoral finish
- Has had a positive IIM process
- Developed a sense of vision & values
- Has 35 people
- Has called a pastor to lead a season of change.

Situation 2

- City Church with a long history
- Long serving pastors has retired – it was not an easy ministry
- Predominantly an older white congregation
- Community is now mostly Chinese and Korean
- Church has had a long history of decline
- Church has been offered an IM



Good Transition
Requires good
Leadership

Four aspects of good leadership in consultancy

Truth Telling
Justice Seeking
Grace Giving
Peace Making