

Transition as Opportunity

8 Recommendations for Church Leaders by Nancy Davidge & Susan Elliott



Transition periods disrupt the status quo, creating opportunities for congregations and leaders to reflect deeply and prayerfully on who they are, what they have been in the past and where God is leading them.



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Vestry Transition Focus



- Focus on mission and vision
- What is Jesus calling your church to be?
- Reduce congregational anxiety in transitional times



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Eight Recommendations



1. Recommit to vestry and congregational norms and covenants. Working well together is even more important in times of transition.
2. Keep prayer, Bible study, and discernment at the top of your vestry agenda.
3. Monitor your own feelings and emotions. Make friends with them. Trust in what Teilhard de Chardin called, “the slow work of God.”
4. Be a non-anxious listener. People need to share their feelings and concerns with their church leadership. Listen first and foremost to understand.



Eight Recommendations, continued



5. Trust the process you are in, trust others, trust God. Easier said than done, but do your best.

“Be strong and courageous, and do the work. Do not be afraid or discouraged, for the LORD God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the LORD is finished.” 1 Chronicles 28:20

6. Be proactive and collaborative in engaging any issue that may arise.



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Eight Recommendations, continued



7. During a clergy transition, be mindful of who is designated as the congregation's ecclesial authority and come to a shared understanding of the roles and responsibilities of each, honoring the boundaries of each other's authority.

8. Communicate, communicate, communicate. Even when there is little actual news, the faith community needs to hear that the process to find new clergy leadership is moving forward and that their life and mission are in good hands.

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