

Tim's Story

Motivated by love for my church, I began preparing them for my retirement several years in advance. The goal: to help the incoming pastor be as successful as possible as soon as possible, and to keep the church healthy throughout the transition.

Together, my church board and I created both a traditional transition plan and an emergency transition plan. When I gave notice of my retirement, the traditional plan took effect. Soon a new pastor was hired and a smooth leadership handoff followed.

I served as pastor at a Christian & Missionary Alliance Church in Redwood Falls, MN, for over 13 years. Previously I worked 28 years as a Certified Public Accountant and business consultant.

Today, I help leaders like you plan for smooth and healthy pastoral transition.



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Healthy Pastoral Transitions

Equipping churches
for positive change



Pass the baton running.



A pastor's departure—regardless of the reason—will thrust a church into a phase of new possibilities, new risks, and increased stress.

However, by creating a strong pastoral transition plan in advance, you can position your church to thrive amid change, fostering an atmosphere of stability, teamwork, and faith-filled vision.

Pastoral change is inevitable. It doesn't have to be painful.

Let's work together to prepare your congregation for a healthy transition.

How Healthy Transition Looks

In a healthy pastoral transition, your church experiences:

- No interruption in any effective ministry of the church
- Maintained/improved organizational and congregational health
- Documentation and transfer of the outgoing pastor's duties and knowledge
- Unified vision in the pastoral search process
- Unabated attendance and giving
- Appropriate transfer of loyalty to the incoming pastor
- A smooth leadership handoff: the baton is passed while the church keeps running, not standing still

How I Can Help Your Church

- ◇ Encourage a proactive rather than a reactive mindset
- ◇ Facilitate open discussion to increase confidence in planning and wider ownership of the outcome
- ◇ Equip you with valuable templates for transition planning documents
- ◇ Help you avoid the 15% decline in attendance typical during a leadership change
- ◇ Assist in preventing the emotional and organic energy drop that occurs during prolonged absence of a pastor
- ◇ Empower your church to continue building God's kingdom, even in the midst of pastoral change