



HIGHLIGHTS FROM PAST TRAININGS

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MINISTRY TRANSITIONS

The topic of ministry transitions came up at three of the training conferences that I attended last year. The older I get the more I start to notice these transitions. Within the next two or three years, there will be some major transitions taking place in many of the largest ministries and churches in the United States. Good endings and new beginnings will need to be created at the same time.

The Bible contains several transitions, some of which occurred smoothly and others that did not.

Moses	➡	Joshua
Judges	➡	Kings
King Saul	➡	King David
Elijah	➡	Elisha
Judaism	➡	Christianity

The Billy Graham Evangelistic Association, Youth With a Mission, Focus on the Family, Prison Fellowship, Liberty University, to name a few, have already transitioned from the founder to a successor. Now there is talk of how to replace Chuck Smith, John MacArthur, John Piper, Pat Robertson, Jack Hayford, Charles Stanley, and many others who are getting up in age. At age 60, Pastor Bill Hybels of Willow Creek shared that his church has a ten-year plan to replace him. The pastor that ordained me announced 18 months in advance the plan the elders laid out to transition to a new Senior Pastor.

I was told that 59% of non-profit organizations close within five years of the founder stepping down. Others change into an organization the founder never intended (An example is the Salvation Army). Passing on a work to a successor doesn't always go smoothly. The relationships hardest to unite are those between generations. God called himself the God of three generations (Abraham-Isaac-Jacob) and has the ability to bring the generations together. Founders or Senior Pastors who look for a clone of themselves are always disappointed.



Last year I was able to meet the new president of Youth With a Mission (John Dawson). The founder he replaced still has an influence on the ministry but is unable to manage it as he once did. John shared of the

need to honor the founder's legacy while renewing the vision at the same time. God may not call leaders to pioneer a new ministry because some will need to renew existing ones. Every ministry has a rich history and inheritance that makes it unique. The goal for any successor should be to renew a ministry's strengths and keep what makes it unique.

At one time the Salvation Army was considering dumping their uniforms but when John met with the leadership, he encouraged them to see the uniforms as a part of their unique inheritance. He also challenged Church on the Way in Van Nuys to help renew its denomination rather than to leave it.

There is not one succession plan that works for every church or ministry but transitions usually have three general phases:

- Phase #1 Determine who in the church or organization will make the decisions about the transition.
- Phase #2 Look for a successor and make a selection.
- Phase #3 Increase the duties of the successor and decrease the duties of the founder or pastor.

Story telling and reviewing the history of a ministry or church helps preserve what needs to be passed on to the new leadership team. A ministry's legacy has value like an estate being passed on to the children.

THE GLOBAL LEADERSHIP SUMMIT

Last August, Pacific Youth paid for me to attend the two-day Global Leadership Summit. Since a seat at Willow Creek Community Church is impossible to get, I chose to attend the simulcast closest to home at The Crossing in Costa Mesa. Here are some of the quotes and stories I want to share.



Pastor Greg Groeschel (Life Church in Edmond, OK) shared how he was given a chance to lead as a college student. He said, "Give people tasks and they will become followers. Give people authority and they will become leaders." He also said, "The younger generation doesn't want a job but a calling. They don't want to make money but to make a difference."

Geoffrey Canada started the Harlem Children's Zone because he believed focusing energy and resources could transform neighborhoods one block at a time. He found that hope begins to spread throughout a community when 15% of those living in it begin to do things that improve their lives. As hope spreads, negativity goes away.

In 1911 there were two teams that trained, planned, and then set out to reach the South Pole for the first time. The team that eventually made it to the South Pole did it by traveling 20 miles each day no matter how terrible the conditions were.

Proverbs 13:11 says, "He who gathers money little by little makes it grow". Although Solomon was talking about money, the principle can be applied to other goals as well. Success is the result of small and planned out steps in the right direction.

The co-founder of "Me to We" (Marc Kielburger) brings young people on mission's trips to Africa. He has found that the first thing the female youth do when they return is call their boyfriends and break up. Going to a poor country forces them to see life differently.

John Ortberg (Menlo Park Presbyterian Church) spoke about the difference Christ has made on this earth. Because of Christ, time is no longer measured by the length of an emperor's reign. Mechanical clocks were first invented so Monks could tell what time it was in order to stay on their prayer schedule.

URBAN YOUTH WORKERS CONFERENCE

Last May I took one of the youth I was discipling (Erick) to Azusa Pacific University for a two-day conference that is called Reload. The best part of the time was my first workshop led by Jason Jaggard who wrote the book called, "Spark - Transform the World One Small Risk at a Time." The question he told us to ask ourselves is, "What is one risk you can take this week that makes you a better person and the world a better place?"



The Reveal Study at Willow Creek studied 500 non-profits and found out one thing was needed for people to grow. The one thing was the ability to take personal responsibility to grow. The second thing they learned is that people stop taking responsibility to grow when they let what they are told at church be their only source of teaching and information.

Real education is not getting the right answer but participating in the process that leads to the right answer. What matters should be what the student is learning not what the teacher wants to teach. But what a student learns individually will not be graded. Schools create learners but what we really need are activists who will go out and solve problems.

The best way to teach people how to solve problems is to give them one to solve. The best way to get people to grow is to allow them to take healthy risks. If people want to learn how to swim they must eventually take responsibility for what they know about swimming and actually get into the water.

Jesus sent out his disciples before they were totally ready with instructions that lacked a lot of detail. By doing that it forced them to learn how to solve problems that came up along the way.

Parents teach children to be good but really need to teach them to do good instead. Being good is boring because it focuses on what children should not do but doing good is action based and solves problems.

ROCK HARBOR'S LEADERSHIP ASCENT

This conference was so good I felt guilty for attending for free and gave the church an offering. Michael Dauphinee (The Dauphinee Group) was one of the speakers and has traveled the globe with the goal of giving people permission to live life from their own identity.



In Mark 8:27, Jesus asked his disciples what people were saying about him. Most people wonder and ask the same question. What people were saying about Jesus was wrong and you can expect them to be wrong about you as well.

"Who told you that you were naked?" is the second question in the Bible because God wanted to know what voice Adam and Eve had been listening to. His voice hadn't said to cover themselves up. We were all made to need something outside of ourselves to give us our identity. Our identity is meant to come from what God says about us. Satan had rejected his identity as an angel and was tempting Adam and Eve to also find their identity outside of God. After the fall, people listen to what others say about them and let that become their identity.

Before the fall, God was like the parent who determined what was good and bad. He was guarding Adam and Eve from the power of choice and the responsibility that goes with it. But Satan wanted them to be their own judge. Today, children first look to their parents to tell them what is good and bad but later on they wait for others to let them know.

In Colossians 3, Paul reminds believers of our new selves. Verse 11 says, "Here there is no Greek or Jew, circumcised or uncircumcised, barbarian, Scythian, slave or free but Christ is all and is in all." Our identity needs to come from Christ rather than our race, status in society, etc.

Last year's training opportunities were good and got me motivated to keep learning. Thank you for taking the time to read this newsletter and for your part in making this ministry possible.

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