

**Iowa Church of God In Christ  
Jurisdictional Leadership Conference  
February 8, 2020 10:00am – 3:00pm**



**Bishop Leroy F. Johnson Jr.**

**The Franklin Center  
1750 48<sup>th</sup> Street  
Des Moines, Iowa 50310**

# Leaving An Inheritance For The Next Generation!



*Superintendent Cannon P. Peppers  
Hurley Bassett Sr. District COGIC,  
Administrative Assistant, Iowa COGIC*

## **A Good Man Leaves An Inheritance To His Children's Children.**

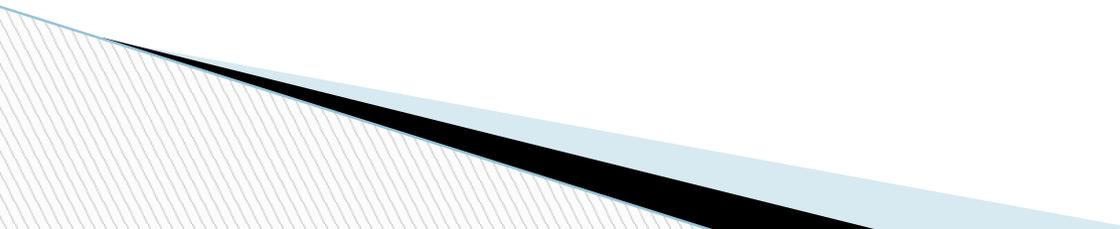
▣ **Proverbs 13:22 KJV**

▣ **“A good man leaveth an inheritance** to his children's children: and the wealth of the sinner is laid up for the just.”

▣ ***What Are We Leaving For The Next Generation?***

▣ ***Who Is Producing The Inheritance?***

▣ ***Who Is Receiving The Inheritance?***



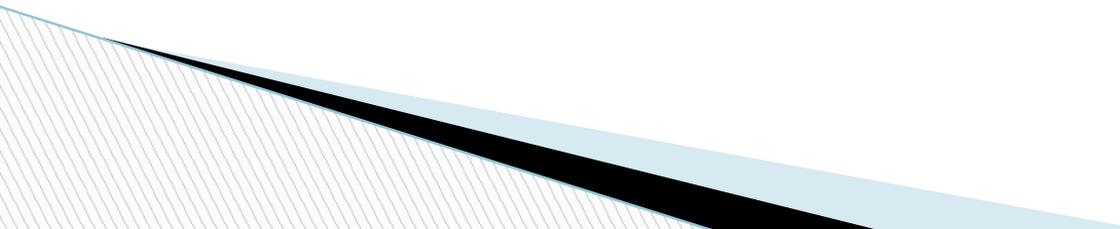
# An Inheritance Is Usually Produced By People With A Conservative Lifestyle!

- ❑ Inheritance Is Produced By Those With A Savings Mentality; Like The Ant.
- ❑ Proverbs 6:6-8 KJV
- ❑ 6:6- “Go to the ant, thou sluggard; consider her ways, and be wise:
- ❑ 6:7- Which having no guide, overseer, or ruler,
- ❑ 6:8- Provideth her meat in the summer, and gathereth her food in the harvest.”
- ❑ The Ant Has The Bread Crumb, In His Mouth But Will Not Eat It, He Takes It All To The Bank, For The Good Of The Family And Future Generations!

# Dealing With The Entitlement Mentality!

- Dealing With Those Who Want Something For Nothing!
  1. You've Got To Feed The Queen!
  2. Consuming The Inheritance Without A Replenishment Plan!
  3. Protecting And Preserving The inheritance From Riotous Living?
  4. *Taking The Inheritance And Leaving Town!*

# Passing The Torch or Mantel Of Leadership!”

- ▣ *We are approaching crisis level for preparing our current leaders and future leaders for passing on the torch or Mantel Of Pastoral Leadership!*
  - ▣ *The Legacy Phase Of Gospel Ministry?*
  - ▣ *The Apostle Paul Mentors Timothy!*
  - ▣ *Have You Found Your Timothy?*
  - ▣ *Do You Have A Joshua In View?*
  - ▣ *Is Your Elisha Ready To Pick Up And Carry The Mantle?*
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# “Preparing Healthy Leaders To Increase The Relevance, Reach, And Impact Of The Local Church.

- ▣ *Luke 2:52 KJV*- “And Jesus increased in wisdom and stature, and in favour with God and man.”
- ▣ *I Must Be About My Fathers Business!*
- ▣ Ready To Conduct The Fathers Business!
- ▣ *Acts 16:5 KJV*- “And so were the churches established in the faith, and increased in number daily.”
- ▣ Building Upon The Revelation Of Jesus!
- ▣ *Matthew 16:18 KJV*- “And I say also unto thee, That thou art Peter, and upon this rock I will build my church; and the gates of hell shall not prevail against it.”

# *When The Torch Is Passed!”*

- ❑ *What is necessary for a church to grow?*
- ❑ *What is necessary for a ministry to be innovative?*
- ❑ *What does it take to build something that will outlast the builder?*
- ❑ If your first answer is the Holy Spirit, then you are absolutely correct, because that’s the first thing you need.
- ❑ However, is the Holy Spirit Enough?
- ❑ While The Holy Spirit is necessary, a robust structure is equally necessary!

**Transition**- passage from one form, style, place or state to another.

▣ **What Makes Transitions Successful?**

- ▣ The word transition has become one of the current buzz words in the field of education and community service.
- ▣ Most school districts have a transition coordinator.
- ▣ Federal law requires special education services an conferences.

# *Churches Transition Pastors.* What happens when a church transitions a pastor?

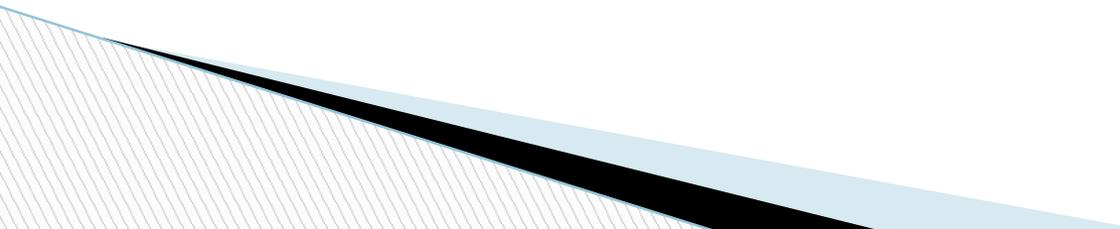
- ❑ Many pastors ascend to that position with new hopes, visions, and dreams.
- ❑ However there are people that loved, labored with and invested in former leader.
- ❑ Although the building itself may have diminished, and the grounds may not be what they once were, there is a diamond there in the ruff.

## ❑ *What Makes Transitions Successful?*

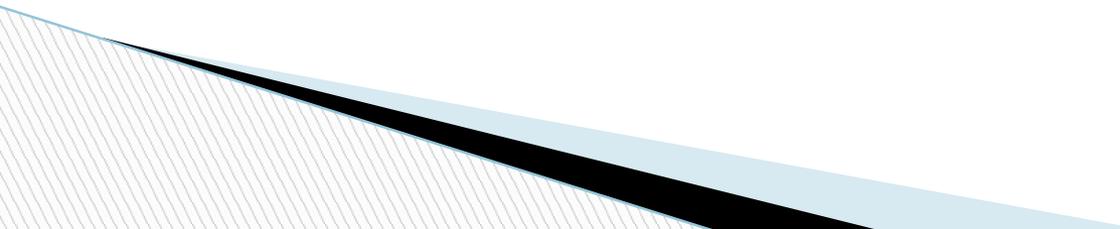
### ❑ *I. Build Upon A Solid Foundation*

- ❑ **Remove not the ancient landmark, which thy fathers have set.  
Proverbs 22:28.**

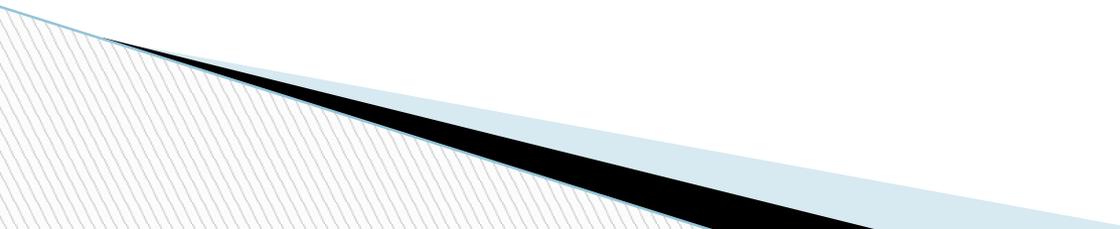
# A shared burden and a common vision!

- ▣ *Old men dream dreams and young men see visions! Joel 2:28.*
  - ▣ Both of these concepts can have flaws and shortcomings! The way things used to be; and the way you want things to be; and do not properly deal with the current reality!
  - ▣ *II. Don't reinvent the wheel!*
  - ▣ *Running the same direction!*
  - ▣ 1 Chronicles; 1 Chronicles 29:18
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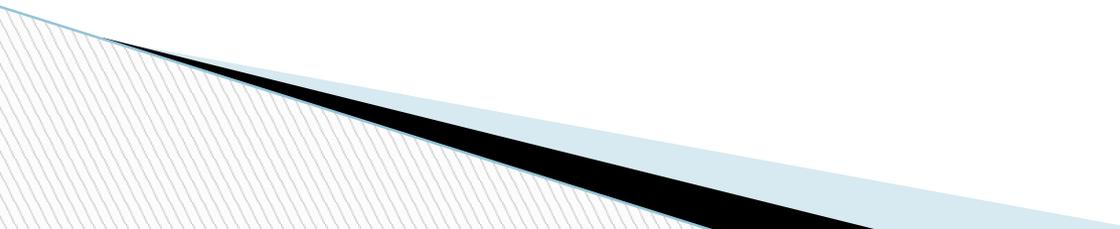
## A shared burden and a common vision cont.

- They both wanted to see the temple built!
  - They both wanted to enlarge the borders!
  - They both wanted to strengthen the kingdom!
  - They both wanted to glorify God!
  - ***Psalms 37:23 KJV***
  - “The steps of a good man are ordered by the Lord: and he delighteth in his way.”
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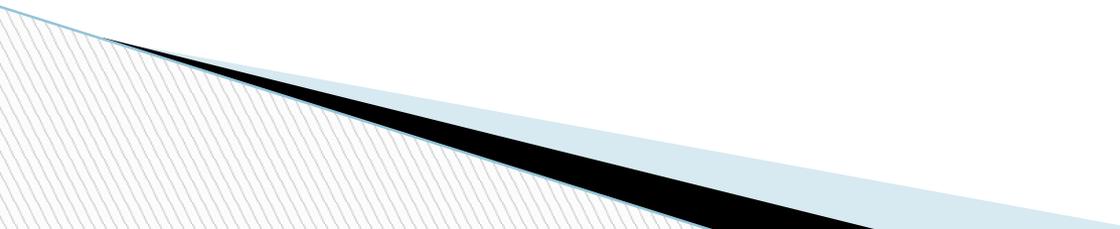
# 7 Keys to a Smooth Church Transition!

- How to make major changes without alienating your congregation.
  - **PAM MARMON**
  - *Change is inevitable at every level of a church.*
  - *Managing change effectively can provide time and resources to focus on the spiritual growth of your congregation!*
  - Restructuring small groups, starting new building projects, energizing volunteer efforts, motivating discipleship, updating governance structure all require a **Change Strategy!**
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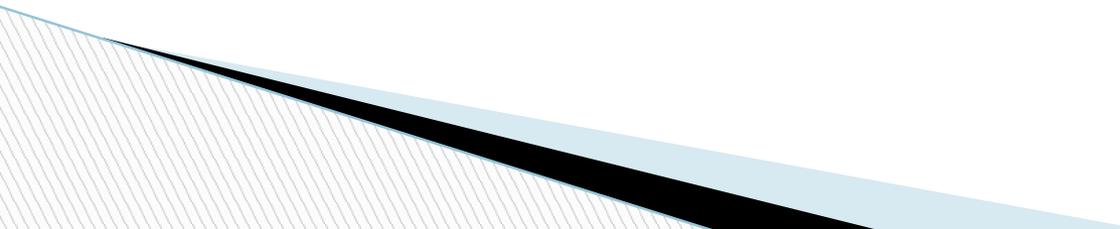
# 7 Keys to a Smooth Church Transition Cont!

- **1. Know when to make a change.**
  - The right time to make a change will vary for each church and situation, generally it's time to change, when the pain of staying in the current state, outweighs the cost of changing.
  - **2. Prepare for change!**
  - Transformative change effort requires thoughtful preparation. Organizations that intentionally map out the desired outcome, along with how the change will impact the culture, have greater success implementing change.
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## 7 Keys to a Smooth Church Transition Cont!

- ❑ **3. Get people involved in the change (without letting them take over).**
  - ❑ People may feel like they deserve a say in decisions because of tithing or contributions they've made to the church.
  - ❑ Engage the congregation by empowering people to voice their point of view.
  - ❑ The most vocal resisters to change could become the most outspoken advocates for the new cause!
  - ❑ **Influencers are the “actual change champions!”**
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# 7 Keys to a Smooth Church Transition Cont!

- ❑ **4. Lead through the change.**
  - ❑ The greatest contributor to successful change is alignment at the leadership level.
  - ❑ **With strong support from other leaders**, you can share a compelling story and prioritize actions to propel the work forward.
  - ❑ **Be trustworthy. People follow leaders they trust.**
  - ❑ When people have great trust in church leadership, it makes change much easier!”
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# 7 Keys to a Smooth Church Transition Cont!

## ❑ **5. Manage resistance.**

- ❑ During any large transformation, leaders will encounter early adopters, laggards, and everyone in between. Resistance is a normal part of the process, and leaders should prepare for it.
- ❑ Resistance can surface in many different forms. Some is passive, such as silence or denial. Other resistance is aggressive.
- ❑ Understanding the “why” behind resistance is instrumental in managing it. We can categorize resistance in three areas:

# 7 Keys to a Smooth Church Transition Cont!

## ❑ **Intellectual: I don't understand it.**

- ❑ This can be overcome by asking questions, answering the “what’s in it for me,” listening, and communicating clearly and often.

## ❑ **Emotional: I don't like it.**

- ❑ Overcome emotional resistance by recognizing concerns, engaging in dialogue, reiterating the positive, and—as with intellectual resistance—listening.

## ❑ **Personal: I don't like you.**

- ❑ How can you address personal resistance? Acknowledge your past mistakes, restore trust, leverage other influencers in the group, allow yourself to be influenced, and—you guessed it—listen.

## 7 Keys to a Smooth Church Transition Cont!

- ▣ **6. Make time for affirmation and encouragement.**
  - ▣ Significant transformation takes time. If your initiative is going to last one, two, three, or more years, build in milestone celebrations along the way and communicate incremental wins to energize your team.
  - ▣ **7. Remain steadfast during change.**
  - ▣ “Maintain spiritual health as a leader and keep healthy spiritual relationships with those you are trying to lead! without healthy relationship with those you are trying to serve and lead, theory amounts to nothing!”
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