

Succeeding@Succession



ACOP Regional Conferences

- St. Catharines • Fredericton • Regina
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May 2025



Succeeding@Succession



In ACOP we have a replacement plan for the president – but we haven't had a succession plan.

In preparation for the succession to a new ACOP President – I have been reading and researching about how to succeed at succession.



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Succession in ACOP will be different than succession in a local church – but there are some principles that remain the same in any successful succession.



Succession Principles



1. All of us are transitional leaders.
2. Successful successions prioritize the mission.
3. The current leader needs to be self aware enough to know when transition is needed.
4. The current leader should initiate a conversation about succession with his leadership team early in his tenure.



Succession Principles



5. Some transitions are more complicated:

- Succeeding a founder
- Succeeding a long tenured leader
- Transition from one generation to another generation



Just because they are complicated doesn't mean they shouldn't occur.



Succession Principles



6. What will the role of the outgoing leader be:

- Moving on to another ministry?
- Retiring and leaving the community?
- Retiring and remaining in the congregation? What will the spousal role be in this scenario?



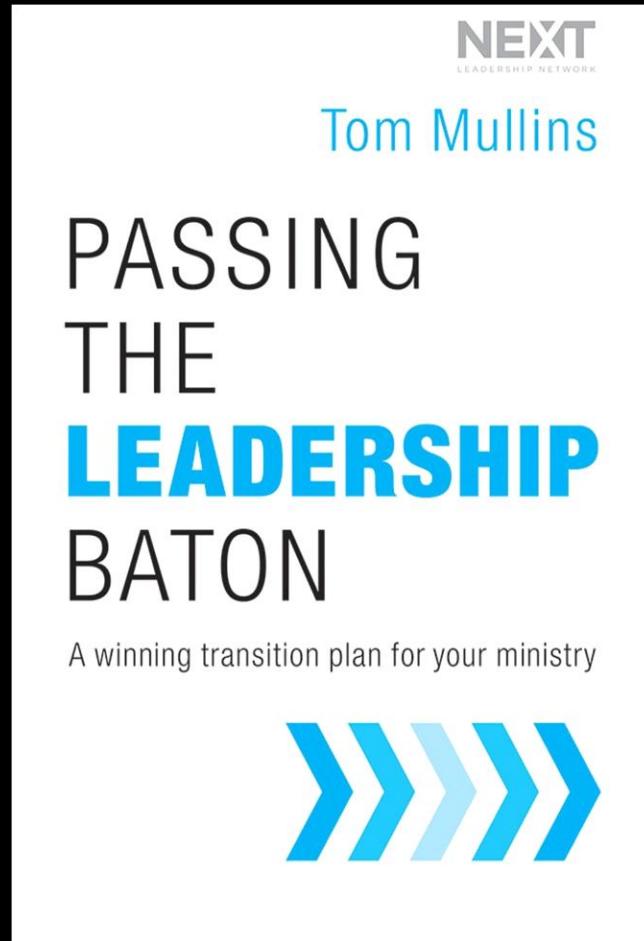
Succession Principles



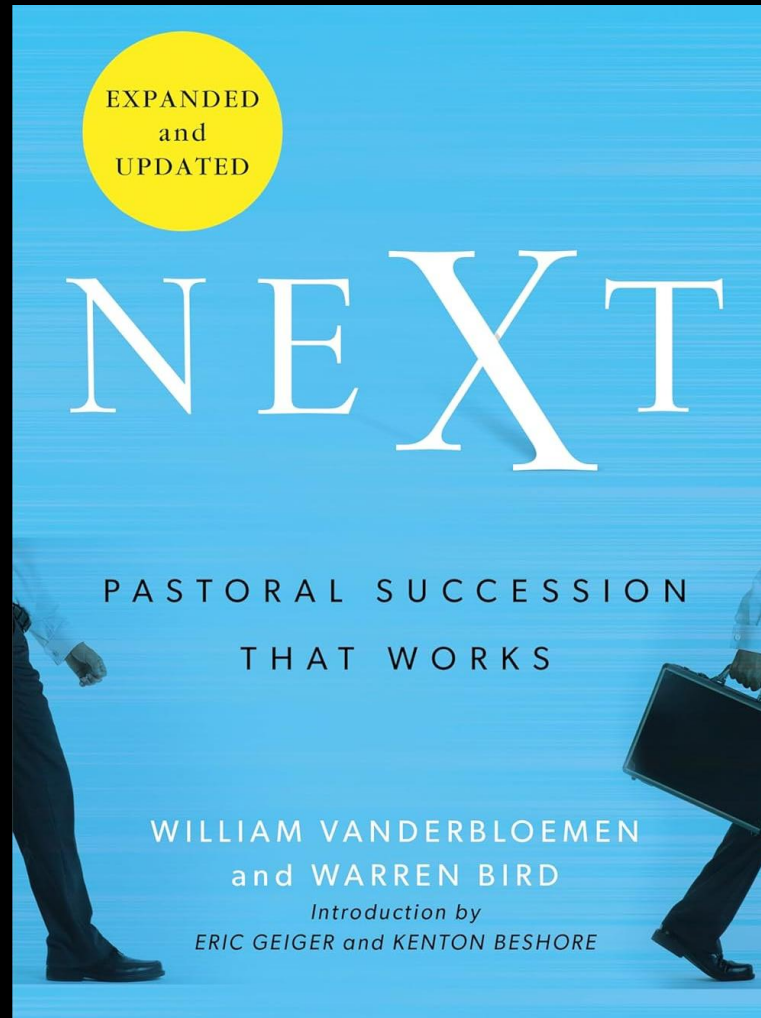
7. Will the transition be to an internal candidate or external candidate?
8. Organizational health is critical.
9. Selecting the next leader is a spiritual decision. Cover it with prayer.
10. Setting in a new leader requires the favor of God.



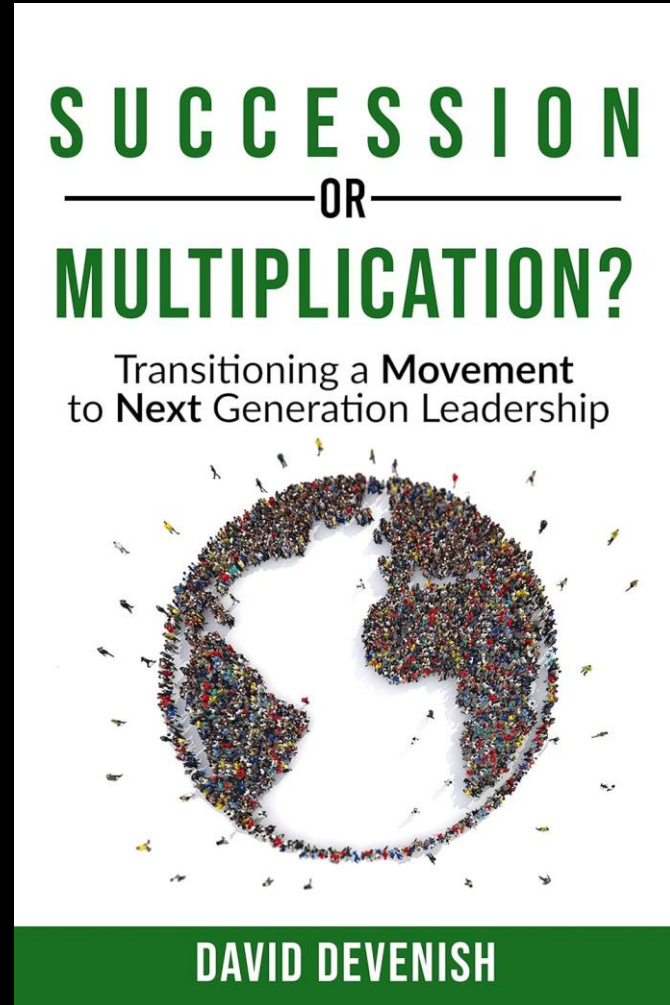
Resources for Succession



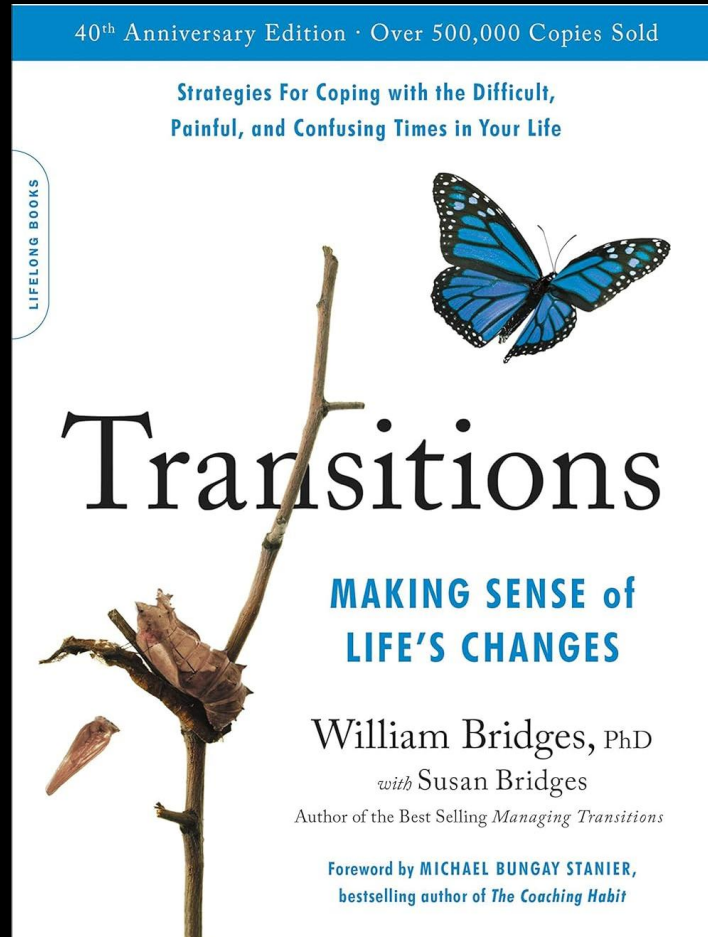
Resources for Succession



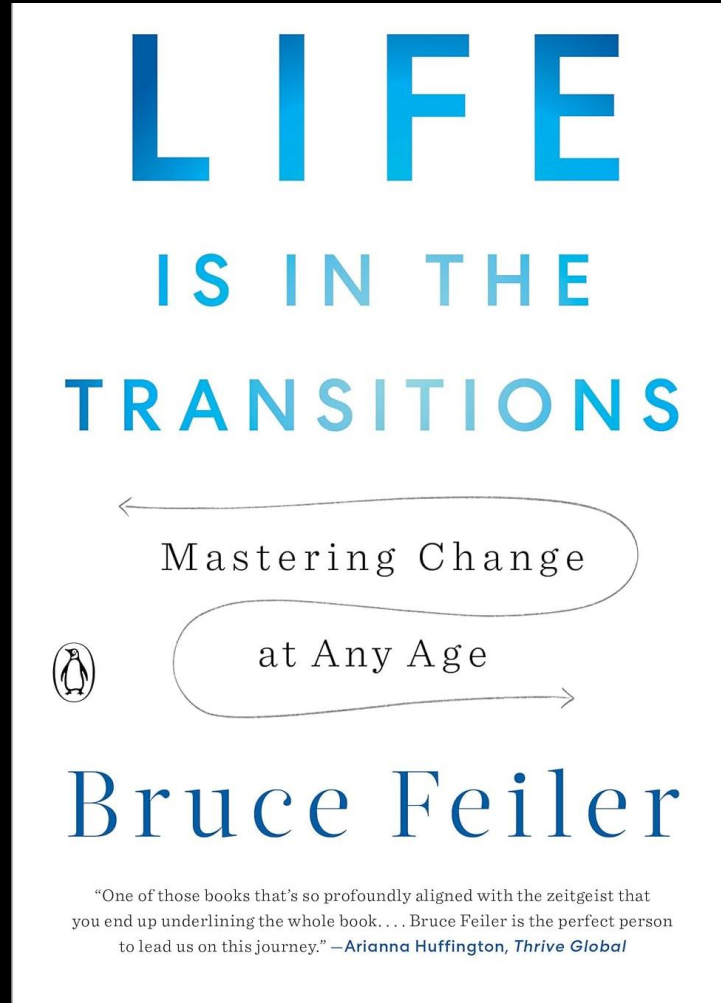
Resources for Succession



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<https://www.succeedinginsuccession.com/>

 **SUCCEEDING** IN SUCCESSION

**Whether you realize it or not,
you are participating in a succession process
right now.**



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