

## What is succession planning?

It's a strategy for identifying and developing future leaders for your Ministry. Succession plans are used to address the inevitable changes that occur in staff and lay leadership. Here are several suggestions to kick-start your succession planning.



### 1. Be proactive with succession planning

It can take time to find and prepare a promising candidate for a leadership role. As such, don't dawdle with this part of your plan. Even if you don't think you'll need a replacement in the near future, prepping someone to assume leadership roles is vital.

### 2. Use your plan to develop a volunteer recruitment strategy

Once you've identified others who may be good potential future leaders of your ministry, recruit them as volunteers and mentor and support their skills and gifts.

### 3. Keep an open mind

While the obvious successor may be someone who has been in other leadership positions or worked within the ministry for some time, don't disregard other promising people who may be ready for leadership. Look for people who best display the skills necessary to work well within the ministry.

### 4. Make the vision known

Include potential volunteers in the ministry and involve the group in strategy conversations to help them acquire planning and leadership skills, as well as a broad vision of the goals.

### 5. Offer regular feedback to protégés

When someone contributes or outperforms on a project, make note of it. Keep track of these achievements and diligently chronicle how the potential leader is contributing to the ministry.

### 6. Do a trial run of your succession plan

A conflict that keeps you from an event or delegation of a major project are great times to have a potential leader step in to assume some responsibilities. The volunteer will gain experience while you learn how prepared the person is to take on a bigger role.