



[study guide]

LINKED: Week 3: Transition

9.16.12

[warm up]

Describe a leadership transition that you have seen in an organization that has been handled poorly. Describe a transition that has been handled well. What were the key differences?

What areas of leadership in your life do you think will one day need to be transitioned to someone else? What steps might you need to take to transition well?

[digging deeper]

Read Numbers 27:15-23. What are the characteristics you see in Moses' life that enabled a successful transition of leadership? What do you see in Joshua's life that enabled him to receive the new leadership role?

In Numbers 27, what role do you see God playing in the transition? What role do you see the people playing in the transition?

Read Numbers 27:16. God is the One who searches the hearts of everyone and who knows who is fit for each role of leadership. He is also the One who can equip a leader for the work of service He has called that leader to do. Regarding God's appointment of a leader for a task, read I Timothy 1:12, I Timothy 2:7, and II Timothy 1:6-11. Why is it important for spiritual leaders to remember that it is the Lord who appointed him or her to a leadership position? Why is it important for the people to remember this?

Read Numbers 27:17a. "Go out and come in" is a metaphor taken from the practice of shepherds who did not go behind their sheep to drive them but who led them out to pasture and then back into the fold in the evening. The term was also used to describe a leader who led his troops out to war against enemies and then into peaceful living at home. What does this practice teach us about spiritual leaders? Read I Peter 5:2-3. In what ways do God's people need a pastor to be an example?

Read Numbers 27:17b. Moses' successor was to be someone who would tend well the Lord's sheep. The term "pastor" means "shepherd." Read Psalm 23, Mark 6:34, and Acts 20:28. What characteristics does God's Word teach should be in the lives of a pastor who shepherds his flock well?



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Read Numbers 27:18 and Deuteronomy 34:9. A spiritual leader is to stay filled with the Spirit of God. Why is Spirit-empowered, God-dependent leadership so important? Read Ephesians 5:18-21 and Galatians 5:22-23. Which of these characteristics listed in Ephesians 5 and Galatians 5 are most important for you to see in the life of your spiritual leader? What are practical steps you can take to help your spiritual leader stay filled with the Spirit?

Read Numbers 27:20 and Joshua 1:16. The people in ancient Israel had the responsibility to obey their leader. Read Hebrews 13:17. Why does this sound so countercultural to our American ears? What might this submission look like at CVC? When is it necessary to resist the leadership of a spiritual leader?

[living it out]

In a relay race, the one passing the baton must keep running full steam until the baton is passed. The one receiving the baton must start running before he receives it. Both runners must remain in the same lane. The baton must be passed in a timely fashion. If the exchange is handled properly, it's possible to gain a step in the transition instead of losing a step. How have you seen this lived out over the past 2 years at CVC regarding the baton passing between Rick Duncan and Chad Allen? How might this have been done better?

What practical steps might you be able to take to help Chad Allen transition into his new role as lead pastor of CVC?

How have you been limiting what God might want to do in, through, with, and for you in your leadership role? How is God calling you to grow as a leader? How can you become a more equipped leader?

How can you begin to think about succession planning in your role as a leader? Who are the future leaders God is putting on your heart that you should be equipping or mentoring? Read II Timothy 2:2. How will you reproduce yourself as a leader?

End your time by praying 1) for CVC, 2) for Chad Allen and his new role at CVC, 3) for Rick Duncan and his new role at CVC, and 4) for each member of the group in their role as leaders and reproducers. Encourage your Life Group members to use the 40 days of prayer brochure for Pastor Chad by praying through the suggested prayer listed for the day your life group meets.