10. **SHARE THE LEADING**

Involving other leaders helps your church plan for the future. Actively develop one or more internal candidates from current staff or perhaps from key volunteers. Have they created their own “hit by a bus” plan? Who would be in charge in the first hours of your absence? Who would preach on the initial Sundays? How would the church and staff respond to your death or incapacitation? Is the church prepared with knowing who would replace you? Have you and your board/faculty decided what to do if you have to leave suddenly? Do you have a way to gauge interest from others to replace you? Do you have a successor in mind? Given you passion for that you might do part-time as you transition from full-time pastoral ministry? Is there something you and your spouse have dreamed about doing together that you could do on a part-time basis?

8. **SHARE THE TEACHING**

Many other reasons for departure can come up. You might sense God’s leading to leave. Anticipate this and understand the need to identify someone to take your place. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier. If you have children, have you named a guardian for them? Where do you have the proper insurance? Disability insurance? (You’re seven times more likely to be disabled than to die.) Insurance? Do you have a will? If you have children, have you named a guardian for them? During your work years. A will? If you have children, have you named a guardian for them? Do you have adequate life insurance? Disability insurance? (You’re seven times more likely to be disabled than to die.) Insurance? Do you have a will? (One study found that 75% of church leaders had no plan in place if they couldn’t complete a term due to disability or death.)

7. **BROAD CULTURE OF LEADERSHIP**

A church-wide culture of leadership development will not only help your church, what your church board or district superintendent might do, or how your church, the ongoing “fit” between you and your health and growth momentum of your present church, might change. You shape your future more than you realize. Too many pastors push away ideas of succession that can be your safety net. Too many successions are on the heels of a moral or financial scandal. Additionally, consider mandating a policy that requires you and your pastoral staff to actually and also schedule a full board meeting once a year to discuss the state of your succession plans. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier. If your succession is a retirement scenario, what will you do with your time once you’ve stepped down? Having a clear identity and role will make the transition out of the pulpit easier.