



FOLLOWING ON

Succession Planning Resource for BB Leadership



“It is time to tap dance like Sammy Davis Junior”

Someone once told me that the first priority of any leader is to identify their successor. If we are honest, succession planning has not been one of our strengths in Boys' Brigade. Time and time again, Captains tell me they cannot find a successor but we have reached the point where we need to identify a new generation of leaders.

Let me be very clear: we acknowledge the long service of so many leaders and are indebted to you. It is time to give life to your legacy by passing the baton to that new generation and cheering them on.

In the final moments of his life, the American dancer Sammy Davis Junior pulled himself out of the chair beside his hospital bed. He looked across the room towards his prodigy Gregory Hines, clapped his hands on his thighs and turned his hands outward. It was a simple gesture with a profound message: “I’m passing it on.”

The Saviour of the world gave us a more profound one. “All authority has been given to me... Therefore, go...” (Matthew 28:16-20). The resurrected Christ passed the baton for advancing the Kingdom to us. Now it is our turn to pass it on.

David Blevins
N. Ireland District President
The Boys' Brigade

OUR TASK UNFINISHED...

“The advancement of Christ’s Kingdom among Boys and the promotion of habits of Obedience, Reverence, Discipline, Self-Respect and all that tends towards a true Christian manliness.”

- The BB Object -

PASS ON THE BATON TO THE NEXT GENERATION

*From The Bible in One Year
by Nicky Gumbel*

Reading Titus 1: 1-16

In some ways leadership is like being in a relay race. Succession is key. Pass on the baton to the next generation because your part in the race is not the end. The apostle Paul's life changed when he met Jesus on the road to Damascus. He realised in that moment that God had raised Jesus from the dead, and therefore death (the ending of this life) is not the end. He sees himself as 'Christ's agent for promoting the faith' (v.1a, MSG). Jesus has sent him out to proclaim the message 'getting out the accurate word of God and how to respond rightly to it' (v.1b, MSG).

One day, Jesus will return and that

will be the end of the world as we know it. However, even that will not be the end. Paul's aim is to 'raise hopes by pointing the way to life without end' (v.2, MSG). This amazing good news is the message that inspired and drove Paul's ministry.

This is the foundation of your faith. This is the truth. You can be absolutely confident about your future because of this hope of eternal life. This is a hope that was promised by God from the beginning of time (v.2), and which you can be sure of because 'God... doesn't break promises!' (v.2, MSG). This is the message that Paul has 'been entrusted to proclaim... by order of our Saviour' (v.4, MSG). In the end, you have the sure hope of eternal life. In the meantime, your task is 'unfinished' (v.5). Paul gives instructions to Titus whom, like Timothy, he seems to have led to Christ (v.4).

Paul is coming to the end of his part of the race. But the end of his part is not the end of the race. He is passing on the baton to Titus, 'so you could complete what I left half-done' (v.5, MSG). At the same time, he is urging Titus to pass on the baton to others by appointing 'leaders in every town' (v.5, MSG).

The key to succession is finding the right leaders. Paul gives a similar list of qualifications to the ones we have already looked at in Timothy (vv.5-9). He contrasts these high-calibre, godly leaders with those who 'claim to know God but by their actions deny him' (v.16). These people, under the guise of being 'religious teachers', ruin whole households. They do it for dishonest gain. They are not convicted by their sin. They do not understand that what they do is evil (vv.10-16).

The task of a good church leader is not only to 'encourage others by sound doctrine', but also to 'refute those who oppose it' (v.9). This should not be an excuse for criticising and judging other Christians, or churches, who are slightly different from us. Rather, verses 10-16 show us the types of behaviour that church leaders are called to refute - for example, those 'disrupting entire families with their teaching, and all for the sake of a fast buck' (v.11, MSG).

The ultimate purpose of this strong leadership is to protect the people of God from being blown off course. Paul's opening vision of eternal life should still be in our minds here as it shows us why it is so important to remain 'sound in the faith' (v.13). The hope of eternal life is our goal, our message and our motivation.

All BB Companies, Battalions, Districts and Regions lose good people. Whether it's for study, personal or work related reasons, planned or unplanned, losing talented members and leaders can leave a large gap in any group. You may be reading this as a newly trained young leader or a seasoned leader who has served God for many decades in BB. The message is the same - you must start now to look for your successor, someone who can take over from you in God's perfect timing; someone you can pray for now and gently encourage to grow in leadership.

PRAYER: 'Lord Jesus help me to see new leaders - reveal them to me; help me nurture and encourage them and to know when to pass the baton at the appointed time. Help me to let others following me, to make their own mistakes and to learn and grow from them - Amen.'

Note: This could be someone ready now for leadership or you could be praying for one of your youngest members in the Anchors to grow into BB Leadership in the future.

Individuals I am praying for...

SELF ASSESSMENT: Where do I stand on handing over?

I want to identify and advance talent in BB.

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

I believe sucession is a continual process not an event.

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

I'm afraid of retiring from my role in BB.

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

No-one else coming up would be able to do what I do for BB.

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

I am worried about my identity if I stop being the Captain, Leader, Battalion Official, District Trustee...

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

I have a passion to protect BB and the way I do things.

[Strongly Agree] [Agree] [Somewhat agree] [Disagree] [Strongly Disagree]

I just don't like change.

[Strongly Agree] [Agree] [Somewhat Agree] [Disagree] [Strongly Disagree]

Thoughts...

“The early Christian Church formed during a time of enormous change and tremendous pressure. To weather this onslaught, Jesus and his apostles selected, trained, and prepared successors to facilitate the spread of the gospel and ensure the Church’s survival”

Ref: Thomas D Hollinger
Journal of Biblical
Perspectives in Leadership.

WHERE DO YOU FIND FUTURE BB LEADERS?

Remember your Church Leadership has the ultimate responsibility to select and appoint new Leaders.

- President's/Queen's Badge recipients •
- KGVI Participants • Church Youth & Children's Workers •
- Chaplains • Local Teachers/Assistants •
- Parents/Leaders from other organisations in your Church •
- Church Members • Parents/Grandparents.....?

'Christ initiated the process of succession planning for the Christian Church by selecting and developing the apostles, who later selected and developed others.

In his epistles to **Timothy and Titus**, Paul established a framework for the selection and development of future Christian leaders. He set a precedent for **core Christian values**, he established a competency model, and he identified **character expectations for Christian leaders**. In essence, he created the first formal succession plan for the early Christian Church.' (continued opposite)

'It is worth noting that Paul was not one of the twelve original apostles. **Sometimes it is necessary to bring someone into an organization from the outside.** However, Paul's Jewish heritage and powerful conversion uniquely qualified him for his new responsibilities. **He was committed to the vision of Christ**, he studied under the tutelage of Christ and those that had been with Jesus during his earthly ministry, and he was familiar with Roman and Jewish culture. **Furthermore, Paul was passionate about developing future leaders**, equipping them through training, coaching, and mentoring processes that ensured consistent values.'

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YOU COULD...

1. Pray without ceasing about succession planning.
2. Work with your Church leadership - they too should hold themselves accountable for growing Christian Leaders; not just for BB.
3. Create a succession culture in your BB Company. Expect and speak about young members growing up to be great Christian leaders to serve in BB and beyond. Start with your Anchor Boys!
4. Identify and nurture talent for critical roles - Captain, Leader in Charge, Biblical teaching, DofE, Sport. Speak about the roles often and who could serve in time.
5. Make plans to support new leaders - pray for them, mentor and coach them. If it's a new Captain ask your Battalion for help. Involve your Church. Be an encourager! Support new leaders from the side lines but let them do it their way.
6. Use existing leadership training opportunities in BB - President's Badge, Queen's Badge, KGVJ and Youth Leader Training. Remembering that good leaders can come from within and outside the ranks of your BB.

God prepared Joshua to be the one to lead the Israelites into the Promised Land long before he gave Joshua the charge. We need to trust God for the 'who' as he prepares that person to take over when the time comes. That said, leaders need to create opportunities for those being mentored to put their skills to use. If Moses hadn't let Joshua lead while he was still with him, Joshua wouldn't have become the leader he eventually became.

<https://ym.christianleadershipalliance.org/page/BiblicalPlanning>

BARRIERS TO EFFECTIVE SUCCESSION PLANNING

Can you identify with any of these and add some of your own? Being aware of the barriers can help you address them now and plan for the future.

Church and/or BB Politics...?

Lack of Support from other leaders...?

Lack of Biblical perspective...?

Lack of prayer...? Dramatic change...?

Too many meetings...? Too many rules...?

A quick fix attitude...? Lack of planning...?

_____	_____
_____	_____
_____	_____
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"Succession planning isn't the last great thing you will do as a leader. Succession planning is the gateway to your greatest season of influence."

- Ref Visionroom.com -

"A Society grows great when old men plant trees whose shade they know they shall never sit in."

- Greek Proverb -

**“The most
dangerous phrase
in the language is
We’ve always
done it this way”**

- Grace Hopper, American Computer Scientist and US
Naval Rear Admiral -

Notes...



DAVID'S PRAYER - 1 CHRONICLES 29: 15 - 19

'For we live before You as foreigners and temporary residents in Your presence as were all our ancestors. Our days on earth are like a shadow, without hope. Yahweh our God, all this wealth that we've provided for building You a house for Your holy name comes from Your hand; everything belongs to You. I know, my God, that You test the heart and that You are pleased with what is right. I have willingly given all these things with an upright heart, and now I have seen Your people who are present here giving joyfully and willingly to You. Lord God of Abraham, Isaac, and Israel, our ancestors, keep this desire forever in the thoughts of the hearts of Your people, and confirm their hearts toward You. Give my son Solomon a whole heart to keep and to carry out all Your commands, Your decrees, and Your statutes, and to build the temple for which I have made provision.'

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