

Christian church LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING: A BIBLICAL PERSPECTIVE FOR AN ETHICAL RESPONSE

THOMAS D. HOLLINGER

Succession planning and management (SP&M) is a critical process for the long-term viability of an organization. Replacement continuity and leadership development are both essential for the process to work effectively. In Apostle Paul's epistles to Timothy and Titus, he established what might be considered the first formal SP&M program for the early church. Socio-rhetorical interpretation using intertexture, sacred texture, and social and cultural texture analysis reveals that experience, character, and appropriate capabilities established the basis for Christian leadership succession. Although contemporary SP&M applications have some similarities, they fail to generate the same level of moral scrutiny or dedicated effort, which places today's organizations in a tenuous position. Going forward, organizations should consider the values and determination of the early church, placing more emphasis on SP&M—particularly on leadership development.

I. INTRODUCTION

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. This Biblical model of succession planning played a vital role in providing development and continuity. Paul's epistles to Timothy and Titus provide particularly revealing attributes regarding the selection and development processes used by the early church for establishing and perpetuating competent, values-based leadership. Exegetical analysis of these and related scriptures using socio-rhetorical

Church Leadership Development Manual

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