



# **EFFECTIVE TRANSITIONAL LEADERSHIP**

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**OPENING SESSION  
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# EFFECTIVE TRANSITIONAL LEADERSHIP

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**“To every thing there is a season, and a time to every purpose under the heaven: a time to be born, and a time to die; a time to plant, and a time to pluck up that which is planted;”**

**Ecclesiastes 3:1-2 KJV**

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## I. RESPECT THE TRANSIENT NATURE OF SEASONS

- A. Understand that we're perpetually in some type of season.
- B. We don't control the nuances of specific seasons.
- C. Even Jesus was on earth for a season.
- D. How you handle your present season can positively or negatively influence your next one.
- E. Ministry seasons are not eternal.

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## II. RESOLVE TO NOT HAVE A “SAVIOR’S COMPLEX”

**“There was a man sent from God, whose name was John. He came for a witness, to bear witness of the Light, that all men through him might believe. He was not that Light, but was sent to bear witness of that Light.”**

**John 1:6-8 KJV**

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## II. RESOLVE TO NOT HAVE A “SAVIOR’S COMPLEX”

- ❖ **Man**
- ❖ **Mission**
- ❖ **Message**

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## II. RESOLVE TO NOT HAVE A "SAVIOR'S COMPLEX"

- A. Never forget that ministry existed prior to you.
- B. A "savior complex" can antagonize the people that you're seeking to mobilize.
- C. A "savior complex" is rooted in pride & insecurity.
- D. A "savior complex" will always place prior ministry leaders & seasons in a defensive position.
- E. A "savior complex" will always hinder a spirit of collaboration.

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## III. RECOGNIZE THAT YOU SHOULD HIGHLIGHT PREVIOUS SUCCESSES

- Transactional Leadership (Exchange)
- Separational Leadership (Exclusive)
- Magisterial Leadership (Exempting)
- Incarnational Leadership (Excel)

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## III. RECOGNIZE THAT YOU SHOULD HIGHLIGHT PREVIOUS SUCCESSES

**“I have planted, Apollos watered; but God gave the increase. So then neither is he that planteth any thing, neither he that watereth; but God that giveth the increase. Now he that planteth and he that watereth are one: and every man shall receive his own reward according to his own labour.”**

**1 Corinthians 3:6-8 KJV**



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## III. RECOGNIZE THAT YOU SHOULD HIGHLIGHT PREVIOUS SUCCESSES

- A. Even if transition needs to take place, try to find "historical" core values that can be used as "present" building blocks.
- B. What are the factors that have kept people active & engaged in the ministry? What factors "drew" people to the ministry?
- C. It's important to show your ministry/vision as a continuation of previous victories, mission & vision.
- D. Focus on areas where your present vision is similar to where "they've been" rather than your "differences".
- E. It is easier to gain traction and upward mobility in ministry when you're able to "connect" with their past rather than erase it.

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## IV. REMEMBER TO BE WISE IN ADDRESSING & IMPROVING STRUGGLES

**“Unto the angel of the church of Ephesus write; These things saith he that holdeth the seven stars in his right hand, who walketh in the midst of the seven golden candlesticks; I know thy works, and thy labour, and thy patience, and how thou canst not bear them which are evil: and thou hast tried them which say they are apostles, and are not, and hast found them liars: and hast borne, and hast patience, and for my name's sake hast laboured, and hast not fainted. Nevertheless I have somewhat against thee, because thou hast left thy first love. Remember therefore from whence thou art fallen, and repent, and do the first works; or else I will come unto thee quickly, and will remove thy candlestick out of his place, except thou repent. But this thou hast, that thou hatest the deeds of the Nicolaitanes, which I also hate. He that hath an ear, let him hear what the Spirit saith unto the churches; To him that overcometh will I give to eat of the tree of life, which is in the midst of the paradise of God.”**

**Revelation 2:1-7 KJV**

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## IV. REMEMBER TO BE WISE IN ADDRESSING & IMPROVING STRUGGLES

- A. Be objective in evaluating the ministry.
- B. A "S.W.O.T Analysis" is a helpful rubric to utilize.
- C. As you address areas of "struggle," it's important that the Leader is able to recognize the difference between "truth" and "taste."
- D. Always remember that different "tastes" are not necessarily the same as "struggle."
- E. "Struggles" are the areas that are unbiblical, repel visitors and are antagonistic toward church/ministry growth and retention.

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## V. REALIZE THAT YOU SHOULD TRANSITION SENSIBLY

**“But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly is plenteous, but the labourers are few; Pray ye therefore the Lord of the harvest, that he will send forth labourers into his harvest.”**

**Matthew 9:36-38 KJV**

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## V. REALIZE THAT YOU SHOULD TRANSITION SENSIBLY

**“And when he had called unto him his twelve disciples, he gave them power against unclean spirits, to cast them out, and to heal all manner of sickness and all manner of disease. Now the names of the twelve apostles are these; The first, Simon, who is called Peter, and Andrew his brother; James the son of Zebedee, and John his brother; Philip, and Bartholomew; Thomas, and Matthew the publican; James the son of Alphæus, and Lebbæus, whose surname was Thaddæus; Simon the Canaanite, and Judas Iscariot, who also betrayed him. These twelve Jesus sent forth, and commanded them, saying, Go not into the way of the Gentiles, and into any city of the Samaritans enter ye not: And as ye go, preach, saying, The kingdom of heaven is at hand. Heal the sick, cleanse the lepers, raise the dead, cast out devils: freely ye have received, freely give. Provide neither gold, nor silver, nor brass in your purses, nor scrip for your journey, neither two coats, neither shoes, nor yet staves: for the workman is worthy of his meat.”**

**Matthew 10:1-5, 7-10 KJV**

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## V. REALIZE THAT YOU SHOULD TRANSITION SENSIBLY

- A. Be careful in observing the "7 year rule".
- B. Remember that some things require immediate attention.
- C. It's more difficult to bring needed transition to "resource rich" ministries/congregations.
- D. Always teach and train prior to transitioning.
- E. Get "buy-in" from key leaders before transitioning.
- F. Remember that just because your title says "Pastor/Leader/President/Coordinator) doesn't mean that you've become that.
- G. It's not about a title but rather the ability to influence.
- H. Remember that 1 person can eat of whole elephant by himself/herself.

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## V. REALIZE THAT YOU SHOULD TRANSITION SENSIBLY

- I. Pick your battles carefully.
- J. Don't focus on minors.
- K. Be sure to expose key leaders to resources--books, conferences, workshops
- L. Realize that sometimes someone else (outsider leaders) can connect with your people in ways that you may not be able to.
- M. Get you a Coach or Mentor
- N. Stay in contact with your Pastor
- O. Never compare & gauge your success or lack thereof based on other ministries
- P. Realize that just because something is effective in 1 context doesn't mean that it will be in yours
- Q. Clearly define & communicate the VISION

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## RECOMMENDED READINGS

**"Church That Works" by Gary L. McIntosh**

**"Vision That Sticks" by Andy Stanley**

**"Maximizing Your Membership" by E. Dewey Smith, Jr.**

**"Church Administration for African-American Churches" by Floyd & Elaine Flakes**

**"The Purpose-Driven Church" by Rick Warren**

**"Cracking Your Church's Culture-Code" by Sam Chand**