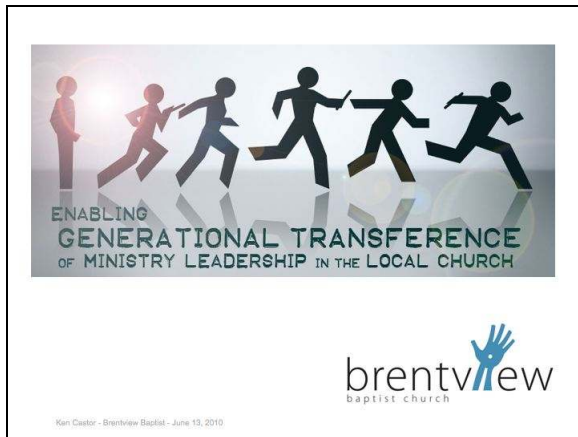




ENABLING GENERATIONAL TRANSFERENCE OF MINISTRY LEADERSHIP IN THE LOCAL CHURCH PART 2 of 2

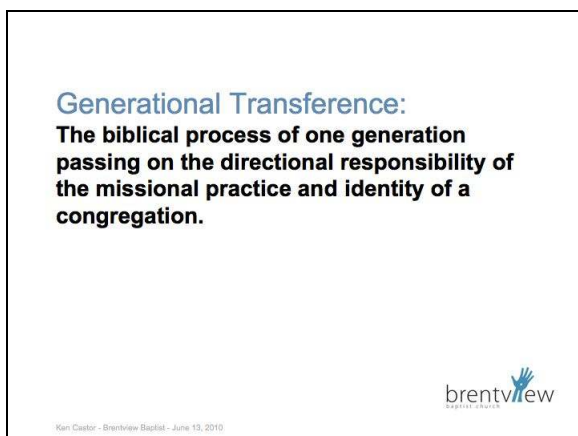
Preface: This is the second of two sermons treating the topic of “generational transference.” The first sermon focused on God’s PLAN, the PROBLEM in our North American churches, and the PRAXIS of generational transference. This sermon will focus on the PRINCIPLES that churches should pursue and how to overcome the OBSTACLES that get in the way. The following notes are an outline of the material being presented during the morning services at Brentview Baptist Church on June 20, 2010. The material stems from Ken Castor’s doctoral dissertation completed earlier in the year through ACTS Seminars at Trinity Western University. The dissertation was entitled “Enabling Generational Transference of Ministry Leadership in the Local Church.” For further information on this topic, visit <http://kencastor.com>.



GENERATIONAL TRANSFERENCE Introduction:

Generational Transference:
The biblical process of one generation passing on the directional responsibility of the missional practice and identity of a congregation.

Generational Transference is the biblical process of one generation passing on the directional responsibility of the missional practice and identity of a congregation.





GT Project Geographic Distribution

Generational Transference LEADERSHIP STRUCTURE

- **True or False:** There is only one way to structure a church that will effectively enable generational transference.
 - *The Bible suggests different ways based on context, on purpose, and on the Godly Character of its leaders.*
- **Effective organizations** = myriad of leadership models.
- **Effective NAB churches** = myriad of leadership models.

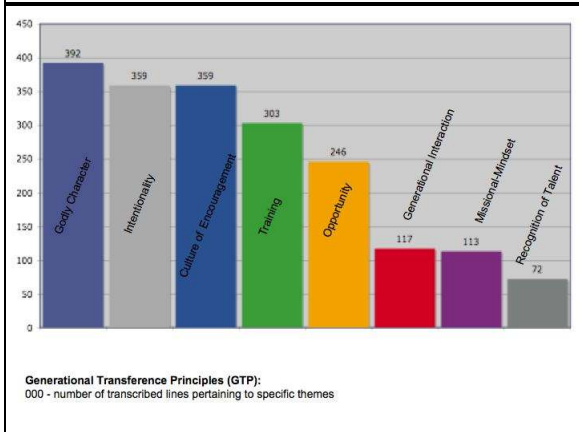
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Generational Transference & Leadership Structure

Generational Transference LEADERSHIP STRUCTURE

- **Effective NAB churches represent diverse Leadership Structures:**
 - Differing forms of government, size, facilities, budgets, staff, etc.
- **15/15 indicated that Leadership Structure is a means to an end, not an end in itself.**
 - Structures should be adaptive to the directional responsibility of the missional practice and identity of the congregation.


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GENERATIONAL TRANSFERENCE PRINCIPLES (GTP)

PRIMARY GTP #1:
GODLY CHARACTER

- 15/15 churches sited “Godly Character” as the most necessary element.
- Represented in 21% of all discussion.



Kari Castor - Brentview Baptist - June 13, 2010

PRIMARY GTP #1: **GODLY CHARACTER**

** Godly Character is the most necessary element among existing and emerging **individuals**.*

PRIMARY GTP #1:
GODLY CHARACTER

- “When you start seeing people getting on fire for the Lord then you can start tapping into them for positions of leadership.”
- “There is no substitute for character.”
- “The bottom line is faithfulness.”
- “Successful church leadership is measured by obedience and faithfulness.”
- “Godly character is number one.”



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PRIMARY GTP #2: **INTENTIONALITY**

** Intentionality is a necessary component of a congregation’s **culture**.*


PRIMARY GTP #2:
INTENTIONALITY

- 15/15 churches sited “Intentionality” as the most necessary component to developing an effective culture of generational transference.
 - “Intentionality permeates our culture...”
 - “We tell our church that spiritually formed older members intend to raise up younger growing Christians...”
 - “The more profound track of leadership has to do with intentionally developing leaders.”
- Represented in 19% of all discussion.


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PRIMARY GTP #2:
INTENTIONALITY

- “Take a couple, or an individual, who is a generation behind you and start pouring into that person....”
- “We constantly tell the leaders to be looking for new leaders...”
- “Have someone ahead who is guiding you and someone behind who you are guiding.”


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PRIMARY GTP #3:
CULTURE OF ENCOURAGEMENT

- 14/15 churches sited "Culture of Encouragement" as the necessary framework for GT.
 - "There's encouragement and affirmation in the church body to raise up and train upcoming leaders."
 - "We have created an environment and hothouse where a leader can flourish and be developed."
 - "We bring a lot of young guys into our staffing and encourage them; we put structures around them so they can succeed."
- Represented in 19% of all discussion.




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PRIMARY GTP #3: CULTURE of ENCOURAGEMENT

** A Culture of Encouragement must be the defining attitude concerning emerging leaders.*

PRIMARY GTP #3:
CULTURE OF ENCOURAGEMENT

- "We provide an atmosphere of grace and love."
- "This is a culture not a program."
- "We develop as a culture that you seek people out that are down the road from you and that you can hand the baton to."
- "And isn't that the great dream: that leadership transference becomes such a part of the culture that it's happening at every level of our church."
- "Everybody, whether it's a six-year-old in my church... needs to learn how to lead and how to live out the gospel and flesh it out."




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SECONDARY GTPs: TRAINING & OPPORTUNITY

** Training and Opportunity represent the methods by which younger leaders of Godly Character are Intentionally Encouraged.*

SECONDARY GTPs:
TRAINING OPPORTUNITY

- "Our job is to equip people to do what it is they believe God is calling them to do."




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TERIARY GTPs: GENERATIONAL-INTERACTION; MISSIONAL-MINDEDNESS; RECOGNITION OF TALENT

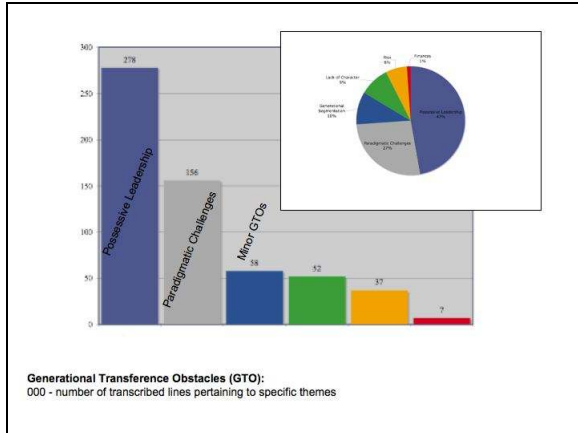
** These tertiary GTPs represent the characteristics produced within an effective GT congregation.*

TERTIARY GTPs:
GENERATIONAL INTERACTION MISSIONAL-MINDEDNESS & RECOGNITION OF TALENT

- "Each generation... needs to embrace the different paradigms and world views of the other."
- "So really, one of our founding principles concerned involving the next generation, and one principle concerned outreach... Those are two of the best principles for any church."
- "We're not here to do the same thing each week."
- Re: Talent: 29/72 lines of data presented a negative view towards the influence of Talent.



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GENERATIONAL TRANSFERENCE OBSTACLES (GTO)

MAJOR GTO #1: POSSESSIVE LEADERSHIP

- The greatest obstacle (47% of GTOs)
- “control”, “possessive”, “hold onto”, “old guard”, “fail to relinquish ownership”
 - “So much of it is ego and power”
 - “We lost a generation that couldn’t break through.”
 - “It’s more important that this person learns the ropes and is able to get his feet wet in ministry than for it to look exactly the way I want.”



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MAJOR GTO #1: POSSESSIVE LEADERSHIP

MAJOR GTO #1: POSSESSIVE LEADERSHIP

- For Reasons of Control
- For Reasons of Judgmental Attitudes
- For Reasons of Ecclesial Ceilings



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MAJOR GTO #1: PARADIGMATIC CHALLENGES

- “It’s better that you hear the loud music.”
- “Theologically I believe with all my heart that if there is any place in the world where we ought to be able to be together it is in the worship of God... and yet... we all want it our way.”
- “There has always been a generational challenge throughout history. The younger generation has energy and idealism, the older generation has money and wisdom. And that transition is a challenge in all environments.”




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MAJOR GTO #2: PARADIGMATIC CHALLENGES

MINOR GTOs:
**GENERATIONAL SEGMENTATION
LACK OF CHARACTER
FEAR OF RISK
& LACK OF FINANCES**

- "Your personal preference has to always be sacrificed in light of what God's plan is for this specific location [and] these specific leaders [and] these specific people with unique gifts that God has brought together.
- "History is strewn with people of great talent that lack character."

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MINISTRIES

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Generational Transference
PERSONAL APPLICATION

- **Convergence of CHARACTER and CULTURE:**
 - A church of godly people will strive to create a culture that intentionally and encouragingly pursues generational transference.
- **My role in Generational Transference is**
_____.

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MINISTRIES

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MINOR GTOs: GENERATIONAL SEGMENTATION; LACK OF CHARACTER; FEAR OF RISK; LACK OF FINANCES

PERSONAL APPLICATION

* The Convergence of CHARACTER and CULTURE:

* My role in Generational Transference is...