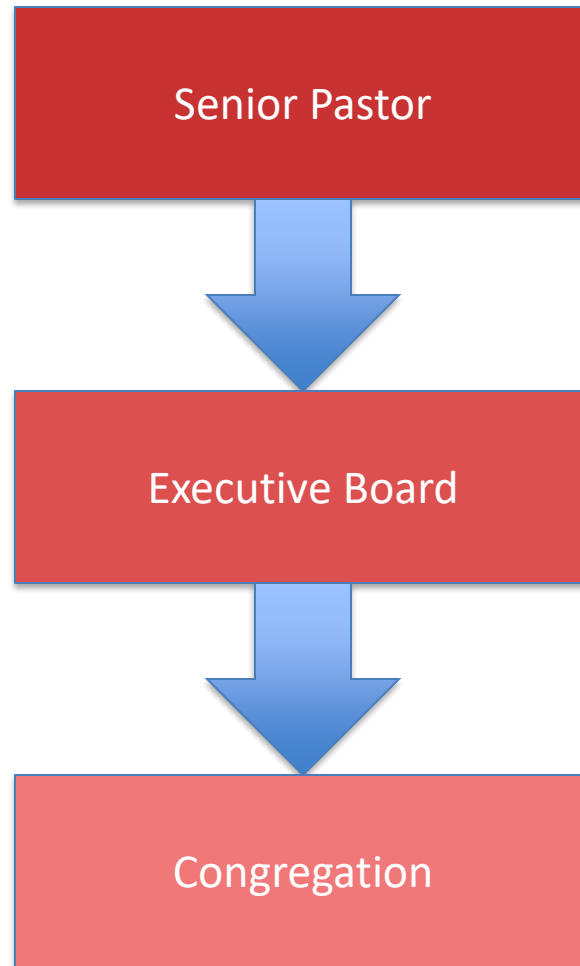


Leadership Transition

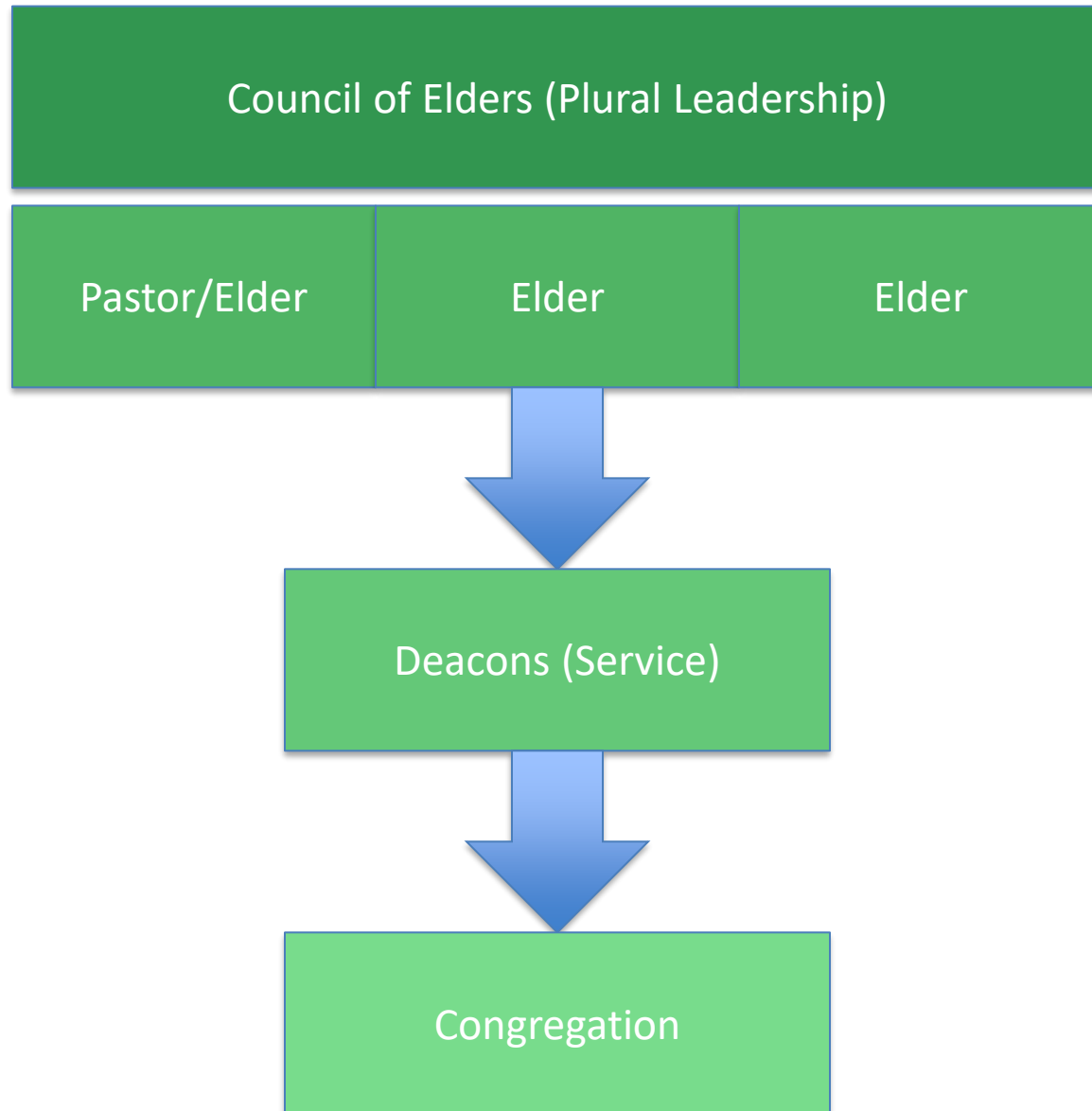
From CEO Pastor to Council of
Elders



BEFORE: CEO Pastor Model



AFTER: Council of Elders



TRANSITION: What It Takes (Realistic Path)

1. Understand
(6–12 months)

Teach Scripture
Discuss roles
Low effort

2. Identify
(6–18 months)

Disciple 2–3 men
Observe
character
Relational
investment

3. Develop
(6–12 months)

Teach & mentor
Give
responsibilities
Moderate effort

4. Recognize
(6–12 months)

Affirm publicly
Clarify roles
Structural shift

5. Stabilize
(Ongoing)

Elder team leads
Multiply leaders
Sustained health

Key Principle

- We are **not** installing a structure we are developing and recognizing **biblically qualified leaders.**