

The Questions of *Transitions*

Ministry teams that honor the Father's equipping value of **Transitions** necessarily prioritize "*helping people take their next steps of faith*". The following is intended as an overview of the key elements to keep in mind as the needs of ministry servants and teams are resourced. (These questions assume that servants have been comprehensively coached.)

Discernment

Is prayer a key part of the equipping leader's discernment process?

What are the process steps by which equippers guide servants who are struggling regarding their ministry anointing (character, capacity and calling)? What is the source of their challenges — a lack of role clarity, a poor fit, the leader's actions, their own choices or have they outgrown the role? How are servants included in this ongoing assessment process?

Are there aspects of the equipping leader's style and approach that need to be tweaked and if so, how?

Over the last while, is there any pattern regarding why people have failed in this team's ministry or in the larger community? What does this suggest about how leaders are being trained and teams formed?

How are decisions regarding servant transitions communicated with their team?

Care-frontation

Is prayer a central aspect of this process? What are the process steps when these types of matters arise? Are ministry leaders gracious in these situations?

Is the ministry's leadership proactive when there are obvious problems on the team? Afterwards, do people feel they have been treated fairly?

Has the process been documented for the benefit of the servant? Is there a restoration team that needs to be assembled? Are there collateral issues elsewhere within the church?

Transition

Who will conduct an exit interview? Do the results reinforce a reoccurring pattern?

When people are moving on—for whatever reason—what is the process for getting them connected to their next place of ministry? What are the referral strategies utilized to help them? If they are being connected with another ministry, how does this practically happen? What is the responsibility of the team leader and the servant in these situations?

What is done to celebrate long-time contributors? Who makes this happen?