



## Succession Services

### Confidential Consultation and Coaching

We assist clergy as they discern the best way to transition out of their current position by providing coaching and guidance on a confidential basis. We often work with clergy and senior leaders several years prior to their anticipated departure date and know how important it is to approach these matters with skill, sensitivity, and discretion.

### Training and Level Set

Using our own unique approach called BridgeTalk, we train church leaders, lay and staff, on the principles and mechanics of planning and implementing an effective pastoral succession process. Since leaders have uneven understandings and expectations of a succession process, this training is critical in bringing the core leadership to a shared "normal" in the transitional process.

### Congregational and Staff Assessment

We develop a multi-dimensional profile of the congregation in a report called *Vital Signs* which is generated from the *Church Assessment Tool*. In addition we are skilled at qualitative research using focus groups and key interviews. We can provide an assessment of the staff climate using the *Church Staff Assessment Tool* which includes a read-out on morale, teaming, professional development, conflict management, general management, and priorities for improving staff effectiveness and satisfaction.

### Transition Consultation

We help churches in faithfully addressing the matters that will optimize the success of their next Pastor. We assist leaders in managing transitional issues such as communication, staff reorganization and reassignment, grief ministry, remedial action, fund-development, and budgeting.

### Succession Planning

We help church leaders develop succession plans that encompass all the critical phases of an effective process including training, transition, search, and start-up. We custom design the planning process to each unique situation, but insure that the basic elements of organizational structure, function, and communication are clearly defined for every critical component of a good pastoral succession.

### Vision Casting

We help churches develop a high level understanding of their values, their environment, and their vision for a preferred future discerned in a process that is well facilitated and prayerful. This high level strategic planning is necessary in order to specify accurately the critical requirements for the senior leadership position.

### Start Smart

We help arriving Pastors start strong by briefing them on critical information learned in the transition process. We also support them in the development of a short-term plan that leverages that information to optimize their startup effectiveness.

Holy Cow! Consulting offers other services for churches including operational planning, officer training, conflict management and negotiation, team building, listening skills, healing contemplation, and suicide intervention and family violence intervention training for faith communities.