

“...I should leave it unto the man that shall be after me. And who knoweth whether he shall be a wise man or a fool?” (Ecclesiastes 2:18-19).

and others. There is no attempt to extract all possible points from these examples, but it is hoped that they will reveal some pitfalls to avoid and project some positive principles to follow.

The first ten guidelines are given for the “passing generation,” and the last ten are directed toward the “coming generation.” All of these points are given in brief form. It is recognized that these guidelines assume that God’s choice of a successor is known. In many cases, no successor has emerged and none may be apparent. In these situations, the leader should establish guidelines and provide instructions for the selection of his successor to enhance a smooth transition.

THE PASSING GENERATION

① *Leaders should prepare for their successors.* David accumulated gold, silver, brass, iron, wood, and stone for the building of the Temple. Although he was not allowed to construct the Temple, he planned and prepared so that the task would be easier for Solomon. He also charged the people with the responsibility to support the project (I Chronicles 29:2, 5).

The mission of John the Baptist was to prepare the way for Jesus Christ. John proclaimed to his disciples, “Behold the Lamb of God, which taketh away the sin of the world” (John 1:29). In this manner John identified for his disciples the One whose ministry would replace his (John 1:30-37; 3:30).

② *Leaders should give their successors increasing responsibilities.* Moses commissioned the young man Joshua to lead the Israelites against the army of Amalek while he climbed a hill to lift his hands toward God for divine help in the battle (Exodus 17:9-14). Later Joshua was designated as the head of the tribe of Ephraim, and in this position he was chosen as one of the twelve spies to investigate the Promised Land. Each responsibility prepared him for the promotion to be the leader of all Israel.

It is interesting to note that Timothy worked for years under the leadership of the Apostle Paul as preparation of his own role as leader after the apostle was martyred. Paul expanded the scope of Timothy’s responsibilities as the younger man grew in the work of God. First Timothy was a companion, then a helper in Paul’s ministry, later a minister sent on missions to churches, and finally the leader to carry on the work.

③ *Leaders should teach and train their successors.* Proverbs 22:6 declares the biblical injunction for the spiritual education of our children. Through Moses, God commanded Israel to teach their children the ways of God (Deuteronomy 4:9). We are to pass our knowledge of God to the next generation so that the

work of God will continue its progress. Just as Paul instructed Timothy to commit the teachings to faithful men who would be able to teach others (II Timothy 2:2), we are to place the truth into hands of those who will follow us.

④ *Leaders are to correct their successors when they make mistakes.* Eli was condemned because he failed to restrain his sons in their corrupt and vile behavior (I Samuel 3:13). God stated that this priest was honoring his sons above God.

The error of Adonijah may be laid to the failure of his father, David, for the Bible states that David “had not displeased him [Adonijah] at any time in saying, Why hast thou done so?” (I Kings 1:6).

It is preferable to reprove and correct a successor privately so that his standing will not be diminished before the people. However, if he will not be corrected privately, then he is to be rebuked publicly.

⑤ *Leaders should give their successors public recognition and support.* God instructed Moses to commission Joshua in the sight of the congregation and to “put some of thine honour upon him, that all the congregation of the children of Israel may be obedient” (Numbers 27:20).

⑥ *Appointed successors should be made public knowledge.* Confusion resulted when David, old and ready to die, had not made his choice of a successor known. In this confusion, Adonijah “exalted himself, saying, I will be king” (I Kings 1:5).

⑦ *Written instructions may enable a successor to fulfill the desires of the leader.* Two of the smoothest transitions in the Bible involved written instructions: Moses wrote the books of the Law and Paul wrote two epistles to Timothy. In estate planning, written instructions are called the last will and testament, and they usually designate such matters as guardianship of children and the distribution of property and goods.

⑧ *Leaders should train successors by involving them in situations where they can gain experience in*

forward
(USPS 206,800)

**A MAGAZINE FOR
UNITED PENTECOSTAL CHURCH MINISTERS**

Published quarterly by the
United Pentecostal Church International
8855 Dunn Road
Hazelwood, Missouri 63042

J. L. HALL Editor-in-Chief

SECOND CLASS POSTAGE PAID AT HAZELWOOD, MISSOURI

JANUARY - MARCH, 1983 VOL. 15, NO. 1