

Title: ***The Changing of the Guard***

Text: 1 Kings 19:15-16, Selected

Theme: The Challenges of Senior Pastor Succession

Teaching:

I. It's about calling, not _____

1 Kings 19:15-16 *"The LORD said to him, 'Go, return on your way to the wilderness of Damascus, and when you have arrived, you shall anoint Hazael king over Aram; 16 and Jehu the son of Nimshi you shall anoint king over Israel; and Elisha the son of Shaphat of Abel-meholah you shall anoint as prophet in your place.'"*

Philippians 1:5 *"...in view of your participation in the gospel from the first day until now"*

II. Things will _____

Paul had a dubious resume.

Acts 9:1 *"Now Saul, still breathing threats and murder against the disciples of the Lord, went to the high priest..."*

Paul gets saved.

Acts 9:17-19 *"And Ananias departed and entered the house, and after laying his hands on him said, 'Brother Saul, the Lord Jesus, who appeared to you on the road by which you were coming, has sent me so that you may regain your sight, and be filled with the Holy Spirit.' And immediately there fell from his eyes something like*

scales, and he regained his sight, and he arose and was baptized."

Paul began to preach and teach the Gospel.

Acts 9:20 *"and immediately he began to proclaim Jesus in the synagogues, saying, 'He is the Son of God.'"*

The church had to change their thinking about Paul.

Acts 9:21-22 *"And all those hearing him continued to be amazed, and were saying, 'Is this not he who in Jerusalem destroyed those who called on this name, and who had come here for the purpose of bringing them bound before the chief priests?' But Saul kept increasing in strength and confounding the Jews who lived at Damascus by proving that this Jesus is the Christ."*

The church embraced Paul and the changes that were about to come.

Acts 13:1-3ff *"And while they were ministering to the Lord and fasting, the Holy Spirit said, 'Set apart for Me Barnabas and Saul for the work to which I have called them.'"*

How open are you to change?

The Change-Ready Assessment

http://www.ecfvp.org/files/uploads/2_-_change_readiness_assessment_0426111.pdf

III. Four things that will _____ change

- A. In the midst of change, _____ never changes.
Malachi 3:6 *"For I, the Lord, do not change..."*

Hebrews 13:8 *"Jesus Christ is the same yesterday and today, yes and forever."*

Romans 8:28 *"And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose."*

- B. In the midst of change, God's _____ never changes.

Isaiah 40:8 *"The grass withers, the flower fades, but the word of our God stands forever."*

Mark 13:31 *"Heaven and earth will pass away, but My words will not pass away."*

Psalms 119:160 *"The sum of Thy word is truth..."*

John 14:6 *"Jesus said to him, 'I am the way, and the truth, and the life; no one comes to the Father, but through Me.'"*

Psalms 119:105 *"Thy word is a lamp to my feet, and a light to my path."*

- C. In the midst of change, God's _____ and _____ never change.

1 Samuel 15:29 *"...for He is not a man that He should change His mind"*

- D. In the midst of change, God's _____ never changes.

Romans 8:38-39 *"For I am convinced that neither death, nor life, nor angels, nor principalities, nor things present, nor things to come, nor powers, nor height, nor depth, nor any other created thing, shall be able to separate us from the love of God, which is in Christ Jesus our Lord."*

IV. Love his _____

Philippians 1:9 *"And this I pray, **that your love may abound still more and more** in real knowledge and all discernment..."*

Thought: Calling a Senior Pastor may be the most important decision a church will ever make.

THE CHANGE-READY ASSESSMENT

Focus on your performance at work. If you do not work, then focus on your personal everyday life. Answer each question honestly. Circle the number that most accurately describes your beliefs and behaviors as they actually are, not as you would like them to be or think they should be.

The Change-Readiness Scale

1 = Strongly Disagree

6 = Strongly Agree

1. I prefer the familiar to the unknown. 1 2 3 4 5 6
2. I rarely second-guess myself. 1 2 3 4 5 6
3. I stick to my guns no matter what. 1 2 3 4 5 6
4. I can't wait for the day to get started. 1 2 3 4 5 6
5. I believe in not getting your hopes too high. 1 2 3 4 5 6
6. If things aren't going well, I'll find a way to make them work out. 1 2 3 4 5 6
7. I don't like dealing with issues that have no clear answers. 1 2 3 4 5 6
8. I like to establish routines and stay with them. 1 2 3 4 5 6
9. I can make any situation work for me. 1 2 3 4 5 6
10. I get thrown when something important doesn't work out. 1 2 3 4 5 6
11. I have a hard time relaxing and doing nothing. 1 2 3 4 5 6
12. If something can go wrong, it generally will. 1 2 3 4 5 6
13. I look in unusual places to find solutions. 1 2 3 4 5 6
14. I get frustrated when I can't get a grip on something. 1 2 3 4 5 6
15. I'm cautious in my acceptance of new ideas. 1 2 3 4 5 6
16. I don't worry about meeting other people's expectations. 1 2 3 4 5 6
17. Once my mind is made up, I don't change it easily. 1 2 3 4 5 6
18. I push myself to the max. 1 2 3 4 5 6
19. My first impulse is to worry about what can go wrong. 1 2 3 4 5 6
20. I make a little go a long way. 1 2 3 4 5 6
21. When an issue is unclear, my impulse is to clarify it right away. 1 2 3 4 5 6
22. I wait to see if something works out before I try it. 1 2 3 4 5 6
23. I focus more on my strengths than my weaknesses. 1 2 3 4 5 6
24. It's hard to give up on something even if it isn't working out. 1 2 3 4 5 6

- 25. I'm restless and full of energy. 1 2 3 4 5 6
- 26. Things rarely work out the way you want them to. 1 2 3 4 5 6
- 27. I've always been successful at living by my wits. 1 2 3 4 5 6
- 28. I hate to leave things unfinished. 1 2 3 4 5 6
- 29. I'm drawn more to comfort than excitement. 1 2 3 4 5 6
- 30. When I make a big mistake it doesn't faze me. 1 2 3 4 5 6
- 31. I'm uncomfortable in situations where the rules keep changing. 1 2 3 4 5 6
- 32. No matter what the odds, I never give up. 1 2 3 4 5 6
- 33. I'm more likely to see problems than opportunities. 1 2 3 4 5 6
- 34. When looking for a solution, I exhaust every possibility. 1 2 3 4 5 6
- 35. I don't like situations with vague expectations and goals. 1 2 3 4 5 6

THE SEVEN TRAITS OF CHANGE-READINESS

The scale you've just taken measures the following traits:

Your Change-Ready Scores

1. Resourcefulness

Add 6, 13, 20, 27 & 34

2. Optimism

Add 5, 12, 19, 26, 33 & Subtract from 35

3. Adventurousness

Add 1,8,15, 22, 29 & Subtract from 35

4. Passion / Drive

Add 4, 11, 18, 25 & 32

5. Adaptability

Add 3, 10, 17, 24, 31 & Subtract from 35

6. Confidence

Add 2, 9, 16, 23 & 30

7. Tolerance for Ambiguity

Add 7, 14, 21, 28, 35 & Subtract from 35
