

A close-up photograph of two hands, one light-skinned and one dark-skinned, passing a blue baton. The light-skinned hand is on the left, holding the baton, and the dark-skinned hand is on the right, reaching to take it. The background is a solid red color with diagonal lines.

# Dropping the Baton

Cultural Challenges  
to Leadership succession

A close-up photograph of two hands reaching towards each other, separated by a thin blue rod. The hand on the left is light-skinned and hairy, while the hand on the right is darker-skinned. The background is a blurred red surface. The word "Disappointing" is overlaid in large white text.

**Disappointing**

The image is a composite. It features the famous 'The Creation of Adam' pose from Michelangelo's 'The Creation of Adam' fresco. The hand of Adam on the left is shown in detail, reaching towards the right. The hand of God on the right is also shown, reaching towards the left. A solid blue cylinder is positioned diagonally across the center, between the two hands. The word 'Cause?' is written in a large, white, sans-serif font, centered over the blue cylinder and the space between the hands. The background is a solid, deep red color.

Cause?




# 1 Timothy 3:1-7

3 The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. 2 Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, 3 not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own household well, with all dignity keeping his children submissive, 5 for if someone does not know how to manage his own household, how will he care for God's church? 6 He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. 7 Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.

A conceptual image featuring two hands, one light-skinned and one dark-skinned, reaching towards a central blue rod. The background is a solid red color with subtle diagonal lines. The text 'Culture within Culture' is overlaid in white.

# Culture within Culture

The image features a close-up of two hands, one with light skin and one with dark skin, reaching towards each other. They are positioned above a thick, dark blue cylindrical rod. The background is a solid, deep red color. The text "Unintended Consequence" is overlaid in the center in a large, white, sans-serif font.

# Unintended Consequence



# Australian Leadership Sub-Culture

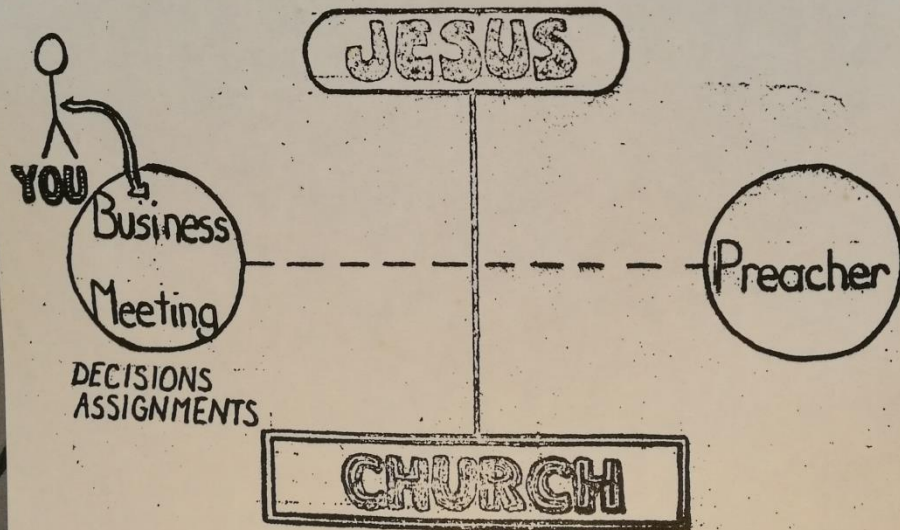
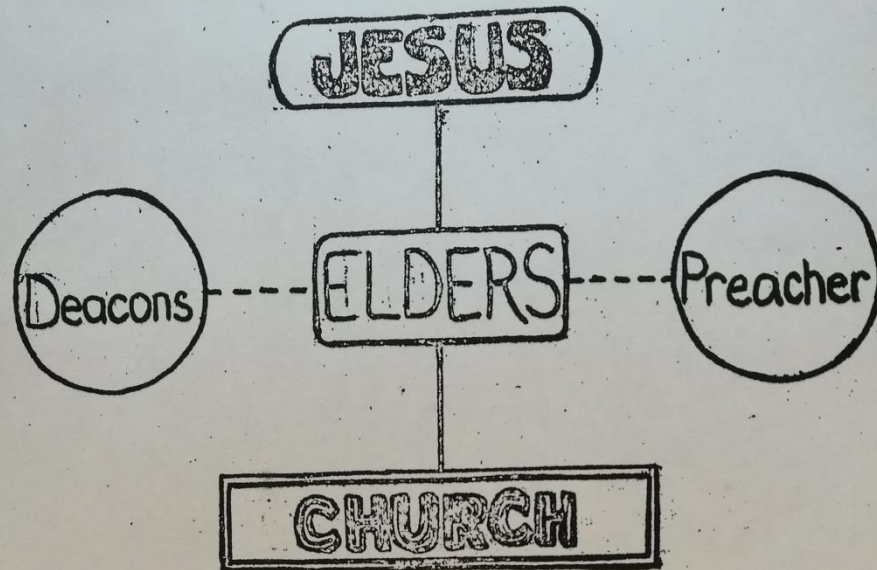
- There are three common sources for the Leadership subculture found in our churches.
  - The “conference” congregational system.
  - The “Missionary / American” Eldership system.
  - The “Missionary / American” alternative system.
- In various combinations they have created the “leadership” systems used by most congregations.

FINDING  
YOUR  
PLACE  
IN THE  
CHURCH

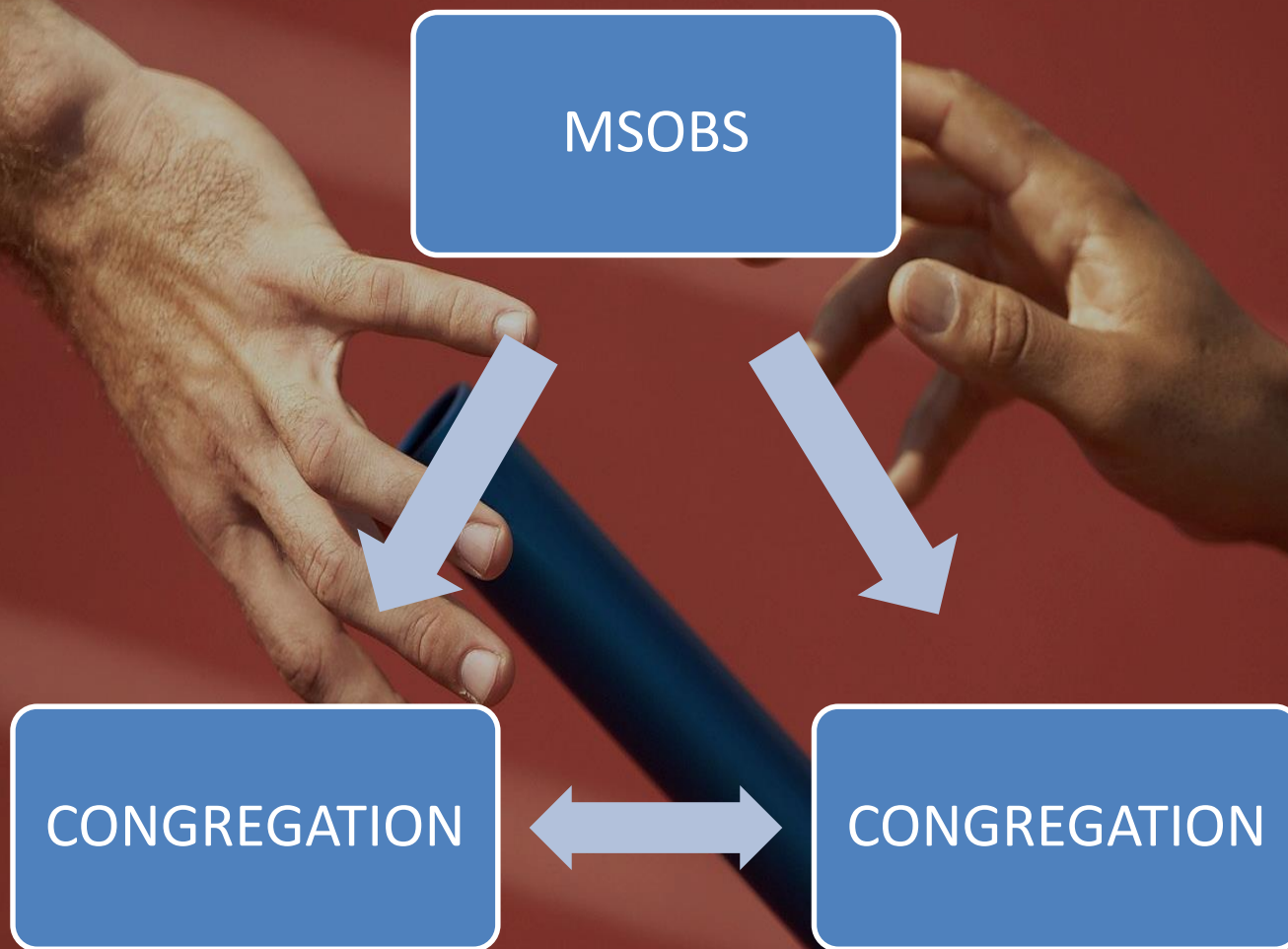


A  
UNIQUE  
SITUATION:

# THE BUSINESS MEETING



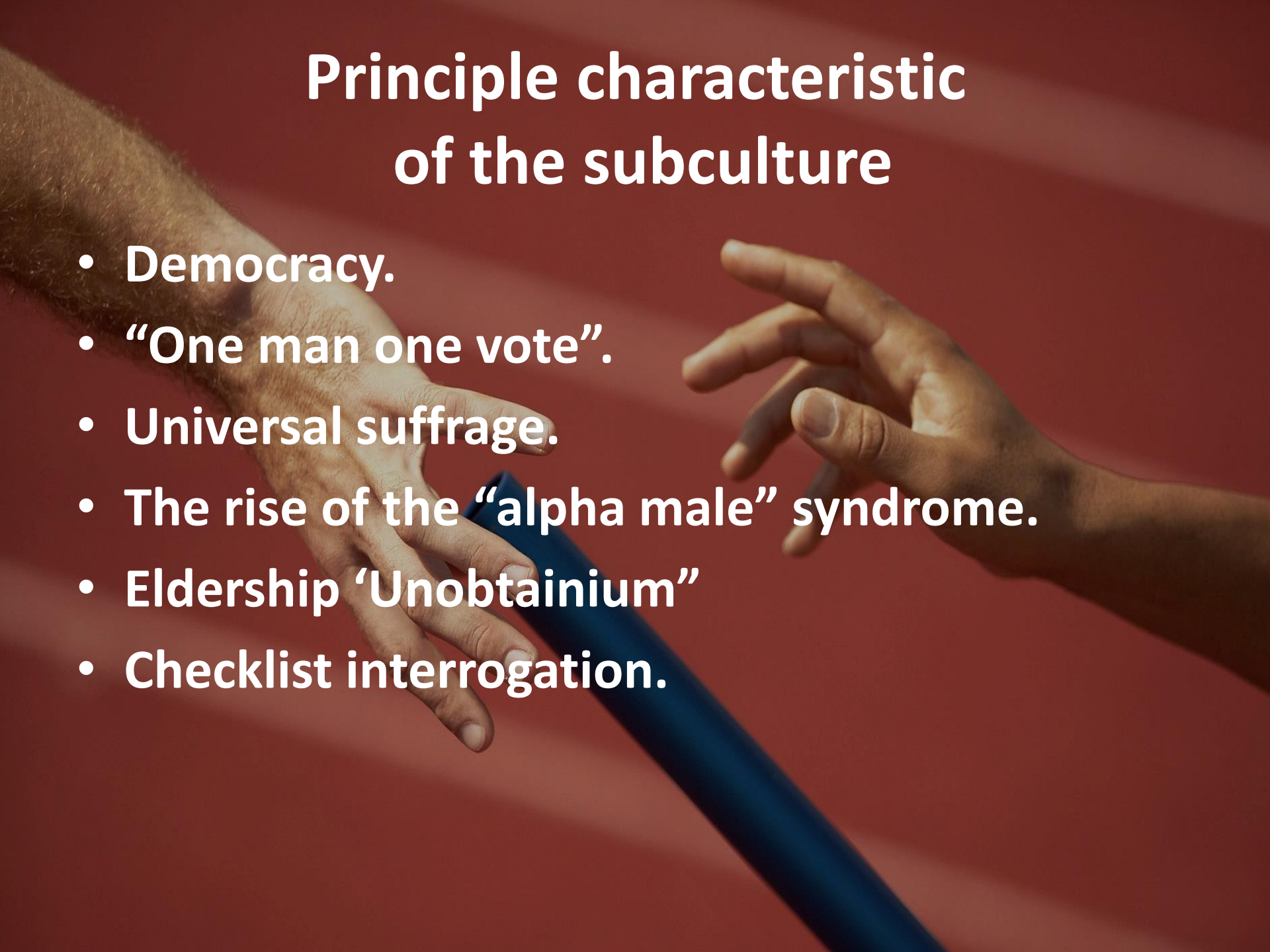
# Dissemination





# Principle characteristic of the subculture

- Democracy.
- “One man one vote”.
- Universal suffrage.
- The rise of the “alpha male” syndrome.
- Eldership ‘Unobtainium’
- Checklist interrogation.



# ELDERS PERSONAL EVALUATION QUESTIONNAIRE

Authorities in the field are agreed that it is a wholesome and profitable exercise for a person to examine and rate himself on those traits and qualities that are related to the position he holds. The reader is encouraged to rate himself as an elder, or as a prospective elder, using the following check list.

After each trait listed below, place a ✓ in that space which best describes you as you seriously and prayerfully examine yourself in the light of Scripture. In the final column, also after careful self examination answer either "yes" or "no".

TRAIT	RATING			
	Below average	Average	Above average	Will I improve ?
Desiring to do the work of an elder				
Physically able to do the work of an elder				
Able and prepared to give enough time to the duties involved				
Understanding of my duties as an elder				
Children in subsection				
Without reproach. good testimony without				
Not self-willed. not contentious				
Not greedy of filthy lucre. not covetous				
Not a brawler. no striker				
Not soon angry. self-controlled				
Addressing the individual spiritual needs of the congregation				
Vigilant. watchful				
Of good behaviour. good example to the flock				
Lover of hospitality				
Apt to teach. exhort in sound doctrine				
Patient				
Gentle				
Orderly. Sober-minded. Prudent				
Just				
Able to exhort and convict the false teachers				
Lover of good				
Rule though leading. not lording over				

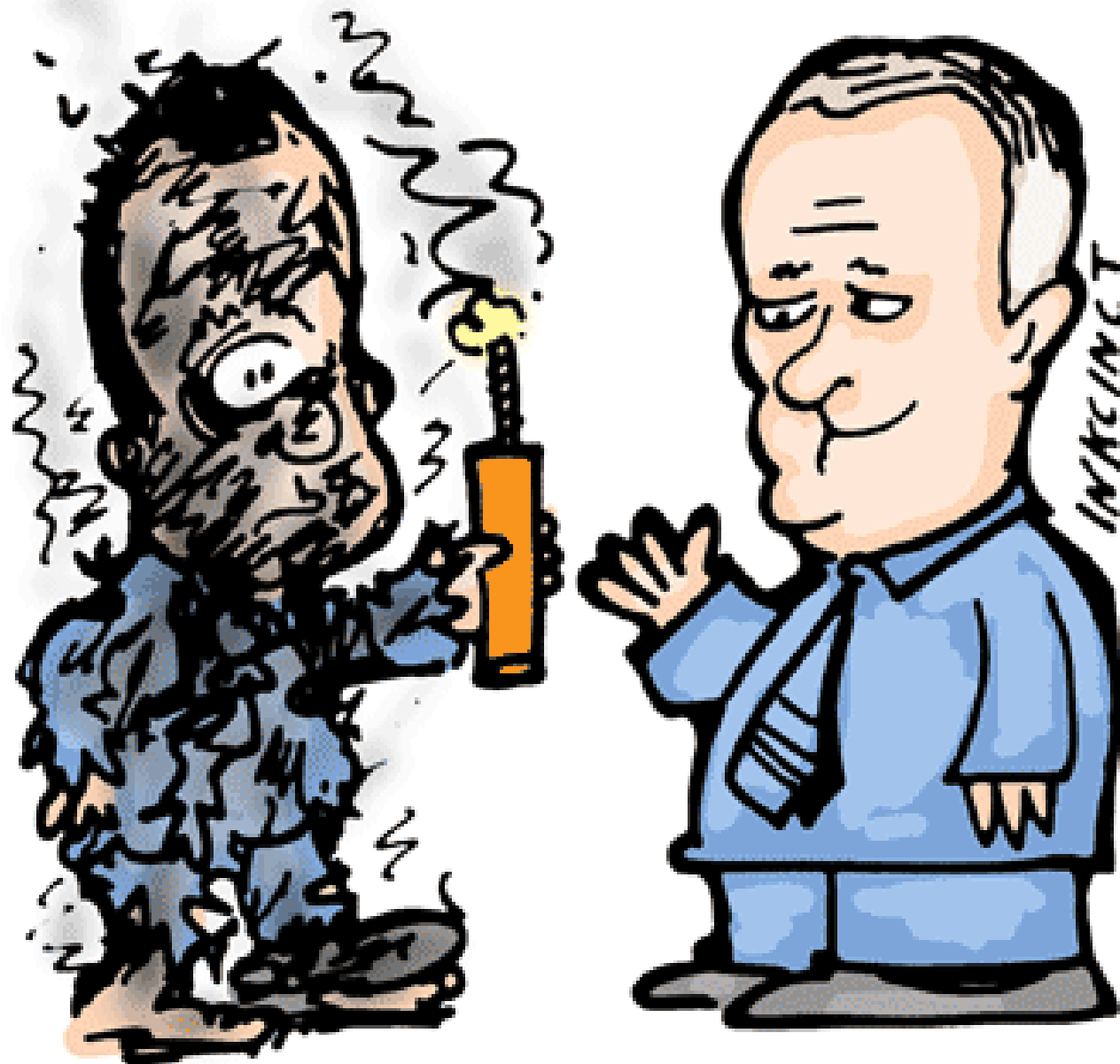
In the light of the above, do you believe that you are qualified to continue serving as an elder?  
 Yes      No





# Other Contributors

- Generational Attrition.
- Denominational “bleed”.
- Island mentality – “If we are doing well then the Church is doing well.”
- Resource hoarding.
- Role resistance.
- The elevation of “fellowship”.
- “Compartmentalization”.



HANDING OVER THE BATON

# Not dropping the baton

- Train, train, train...
- Move over and give someone else a go.
- Be flexible “*In matters of faith, unity; in matters of opinion, liberty; in all things, love.*”
- Reset leadership expectations.
- Re-establish biblical roles especially the role of the evangelist.



# 1 Peter 5:5

5 Likewise, you who are younger, be subject to the elders. Clothe yourselves, all of you, with humility toward one another, for "God opposes the proud but gives grace to the humble."