

## MISSION IN THE MIDDLE

*with Mark Pettus - Church of the Highlands*

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### PREPARING FOR LEADERSHIP TRANSITION

- Pastor Chris shared how he is in a different position but still part of the same family.
  - Listen to the previous episode to learn more about the leadership transition [here](#).
- Pay attention to where your passion, creativity, and fresh vision show up—those areas can signal where God is calling you next.
- Shared vision and mutual understanding help leaders support one another through seasons of change.
- Don't wait for decline—hand off leadership when things are healthy and growing. This will help the next leader start with momentum.
- Begin conversations early when you sense God shifting your heart toward another area of leadership.

"I love the mission that we are on together." - Mark Pettus

### PURSUING CLARITY IN CALLING

- Clarity comes over time and through obedience—take steps even when you don't have the full picture.
- Pay attention to confirmation from trusted leaders and mentors who recognize your calling before you fully do.
- Leaders should regularly ask, "What am I called to do in this season?"
- Confidence in your calling helps you lead without comparison or confusion.
- Transition is not about ego; it's about stewardship of the call and the organization.

### HONOR LEGACY & CARRY VISION

- Intentionally honor what's been built while pointing toward what's ahead.
  - Honoring the past while preparing for the future is critical in leadership transitions.
  - Leaders should affirm and celebrate the past in both public and private settings.
  - Long-lasting legacy happens when values—not personalities, are passed on.
  - Lead with humility and openness when stepping into a role someone else built.
  - Success is found in stewarding what's been built, not starting from scratch.
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### TRANSITION AS A TEAM

- Healthy succession is not a one-person journey—it's a shared process.
- Include your spouse, your team, and mentors to walk alongside you.
- Alignment and unity must be a priority throughout the transition.
- Use overlap seasons to build confidence and shared momentum.
- Model the transition publicly so your team can see unity and shared trust.

"Same family, different roles." - *Chris Hodges*

### DISCUSSION QUESTIONS

See the next pages for Discussion Questions that will help you and your team get the most out of this episode!

### EPISODE RESOURCES

- [Anniversary Sunday Message](#)
- [GrowLeader One Days](#)
- [GrowLeader Conference](#)
- [Monthly Mentoring with PC](#)
- [GrowLeader Roundtables](#)
- [Build a Legacy of Kingdom Builders Team](#)
- [Free Church Resources](#)
- [Previous Episodes + Show Notes](#)
- [The Wesleyan Investment Foundation](#)
- [OneHope](#)
- [StudioC](#)



**DISCUSSION QUESTIONS:**

Keep growing to reach your full potential by asking yourself and your team these questions:

**PREPARING FOR LEADERSHIP TRANSITION**

1. Where in your current leadership do you feel the most vision and energy?

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2. What does a healthy transition look like in your context?

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3. Are there people on your team who might be ready for more responsibility?

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**PURSUING CLARITY IN CALLING**

1. What process do you use to discern clarity in leadership decisions?

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2. Have you created space to hear God and wise counsel on your next step?

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3. How are you helping others on your team clarify their calling?

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**HONOR LEGACY & CARRY VISION**

1. How can you honor those who came before you in leadership?

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2. What values should you carry forward in your church or organization?

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3. Are you leading with humility and gratitude in your current assignment?

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**TRANSITION AS A TEAM**

1. Who are the key voices you need around you during a transition?

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2. What would it look like to walk through this next season as a team?

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3. How are you involving your spouse or family in the process?

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