

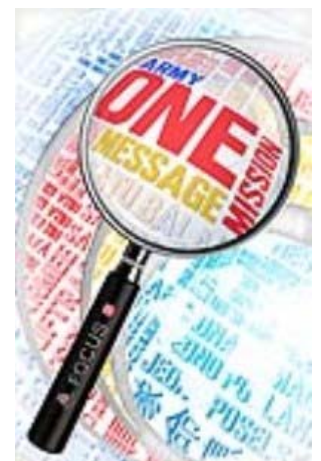
So you have been given farewell orders!



Tips for Officers Leaving an Appointment

You have been working diligently where you are, loving your people and sharing the gospel, giving of yourself in every way. But now you are under farewell orders and you are preparing to change location and take up new responsibilities. Here are a few considerations as you walk through this significant change in your life and that of your family and your people.

1. Talk with a few key people privately before a public announcement. They deserve time to process.
2. Say it in a sentence. When you make the announcement, say it in the first sentence, and then explain later. Long build-ups that lead to a statement create apprehension and tension.
3. Be straightforward with your explanations. Assure your people you are following God's leading as best you understand it.
4. Maximize your remaining moments. As far as possible, finish well the projects you have already started, or smooth the way for others to keep momentum going. This is a period of consolidation.
5. Don't offer to come back for weddings and special events. Those sensitive moments are important for your successor to bond with the congregation. Don't short-circuit the future.
6. Don't abdicate - consolidate. Keep your ministry positive, based on your trust in God that He will provide for the corps.
7. Keep to a minimum any references to your new appointment. Keep the corps focused on its future with new officers, not on your future.
8. Be fair to your successor. Don't stack the deck by making last-minute decisions in your favour. Trust the process and allow it to work. Stay out of the way.
9. Don't criticize your critics. Let your record stand and leave the reckoning with God.
10. Be positive about your successor. Affirm the new officer no matter whom headquarters appoints. This will give them a better chance of succeeding together as a congregation.



Tips for Officers in a New Appointment

1. Enjoy the honeymoon benefits. Make the most of the early days by having an initial 90 day plan. This is the best time to lay the foundations of productive relationships by getting to know your people. Remember that the corps family is going through a big change as well. Be a good listener, stay positive and encouraging.
2. Resist the temptation of making yourself look good at the expense of your predecessor with phrases like "before I came", "when I came", after I came". Your predecessor most likely has good friends in the corps and they will be greatly affected by your remarks. Try not to compare your new corps to previous corps appointments or make constant reference to what happened in those appointments.
3. Avoid a Messiah complex. It's okay not to have all the answers about all the corps business. Don't be reluctant to say, "I don't know" (because you don't!) and be diligent to find answers whenever possible.
4. Affirm your predecessor's ministry. Minimizing another's hard work will lead to questions of your own authenticity. Don't criticize the previous officer. You don't know all the details, so you can exercise grace.
5. Be Yourself. Make the most of the unique gifts, abilities and insights God has given you for His glory. Share your story, your convictions about ministry so that the corps people can begin to know you and understand where your priorities will lie.
6. Unless necessary, avoid making changes until you can conduct a change audit to determine the history of change in the corps. Read the last corps review document and understand the goals and direction that the corps is going. Identify obstacles and pockets of resistance and begin building a guiding coalition to help guide any change process. When possible look for opportunities to build on the positive and effective things already in place.
7. Remember the people entrusted to your ministry are the Army in that location. As you assume leadership involve them in discussions about the vision and direction of the corps. Teach them how to take ownership and responsibility by setting the example yourself.
8. Be patient during the initial culture shock. Your family will likely be under great stress as you find new schools, doctors, piano teachers, sports programs, etc. Just changing provincial health and licensing requirements can take time and patience. Take time to establish these connections in the days following a move.
9. Be committed to an extended learning curve. Don't be over-anxious. There may be a sense of urgency over many things, but rushing is a completely different matter.
10. Remember that communication, conflict and change all go hand in hand. Read and learn as much as you can about transitioning well.



Jeremiah 17:7

“But blessed is the one who trusts in the Lord, whose confidence is in him.