



PATHWAY NEWSLETTER

IN THE KNOW

JAN-MAR 2025



leadership

MARK THE CALENDAR

Wormen's Breakfast
Women's Ministry

March 1, 2025

Baptism Sunday
Sunday Service

March 2, 2025

Jr Youth Retreat
Youth Event

March 14-16, 2025

LEADING THROUGH CHANGE

ROB HASLAM

Leadership changes are part of life. Whether you're stepping into a new role, handing off leadership, or walking your team through change, transition can feel like a mix of excitement and uncertainty. But here's the good news: you're not the first leader to navigate this road! The Bible gives us incredible examples of leadership shifts—like Moses to Joshua and Paul to Timothy—that can teach us how to lead through change with confidence and faith.

1. Recognize When It's Time for a Change

Moses had done his job—he led Israel out of Egypt, through the wilderness, and right up to the edge of the Promised Land. But that's where his assignment ended. God made it clear: it was time for Joshua to take the lead (Deuteronomy 31:2).

Paul had a similar realization. He knew his time was running out, and Timothy needed to step up in ministry (2 Timothy 4:6-8). Rather than resisting the change, Paul embraced it, preparing Timothy for the road ahead.

As a leader, knowing when to step back—or step up—is critical. Hanging on too long can stall progress, while rushing ahead can create chaos. Wise leaders sense when it's time to transition and prepare accordingly.

2. Affirm and Encourage the New Leader

Moses didn't just disappear and leave Joshua to figure things out. He publicly affirmed Joshua's leadership (Deuteronomy 31:7-8), reinforcing that Joshua was God's chosen leader.

Paul did the same for Timothy, reminding him of his calling and encouraging him to step into his God-given authority (2 Timothy 1:6-7).

If you're passing the baton, don't do it in secret—affirm your successor. If you're the one stepping up, receive encouragement from trusted mentors. Public support from outgoing leaders builds trust and unity within the team.

3. Equip and Invest in the Next Leader

Moses spent years mentoring Joshua. Joshua wasn't a random pick—he had been trained in battle (Exodus 17:9-14), had spent time in God's presence (Exodus 24:13), and had firsthand leadership experience.

Paul took the same approach with Timothy, teaching him, guiding him, and giving him responsibilities to prepare him for leadership (1 Timothy 1:18-19).

Good leaders don't just select a successor, they equip them. If you're leading a transition, invest in your replacement. If you're the new leader, seek out training and wisdom from those ahead of you.

4. Keep the Focus on God, Not Just the Leader

Moses reminded the Israelites that their future didn't depend on him—it depended on God (Deuteronomy 31:6). Paul told Timothy the same thing: his strength to lead would come from God, not from Paul (2 Timothy 1:7).

Leadership transitions can be unsettling, but the key is remembering that God is the one who leads, no matter who's in charge. As leaders, we must keep our teams focused on God's faithfulness rather than any one person.

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5. Lead with Courage and Faith

Joshua had big shoes to fill, and leading Israel into the Promised Land was no small task. That's why God repeatedly told him, "Be strong and courageous" (Joshua 1:6-9).

Timothy also faced challenges—leading in a difficult environment, dealing with opposition, and stepping into Paul's legacy. That's why Paul said stand firm and not be timid (2 Timothy 2:3-4).

Leadership transitions require courage. Whether you're stepping into a new role or guiding others through change, trust that God equips those He calls.

6. Stay Rooted in God's Word

God instructed Joshua to meditate on His Word daily (Joshua 1:8), making it clear that success wasn't about personal strength but about staying aligned with God's truth.

Paul echoed this to Timothy, urging him to stay grounded in Scripture and use it as his foundation for leadership (2 Timothy 3:16-17, 4:2).

For leaders in transition, God's Word is the anchor. When uncertainty comes, Scripture provides wisdom, direction, and reassurance.

7. Trust That God Goes Before You

Joshua wasn't stepping into his role alone—God's presence went ahead of him (Joshua 3:7-17).

Likewise, Paul reminded Timothy that even as Paul's time was ending, God would continue working through Timothy (2 Timothy 1:14, 2:1).

Change is easier to embrace when we trust that God is already in the next season. When transitions are handled with faith, humility, and obedience, God's purposes will always prevail.

Final Thoughts

Leadership transitions are a normal (and necessary) part of growth. Whether you're stepping into leadership or passing the baton, the examples of Moses to Joshua and Paul to Timothy remind us to recognize when it's time to change, affirm and equip new leaders, keep God at the center, and trust Him in the process. If you're in the middle of a leadership transition, take heart—God is in control, and He goes before you every step of the way!

- Pastor Rob

RESPONDING TO CHANGE

ANDREW SHERMAN

When thinking about new leadership transitions there can be a tendency to be weary or hesitant of what may come. We are creatures of habit and so, new faces and new ideas can sometimes be met with some level of resistance because we do not want things to change too much. This can be a good resistance that pushes back on radical ideas or it can be a negative resistance that only desires to keep things the same because that is what is familiar. There are times that the two blend together so it is hard to tell if we are being helpful or harmful.

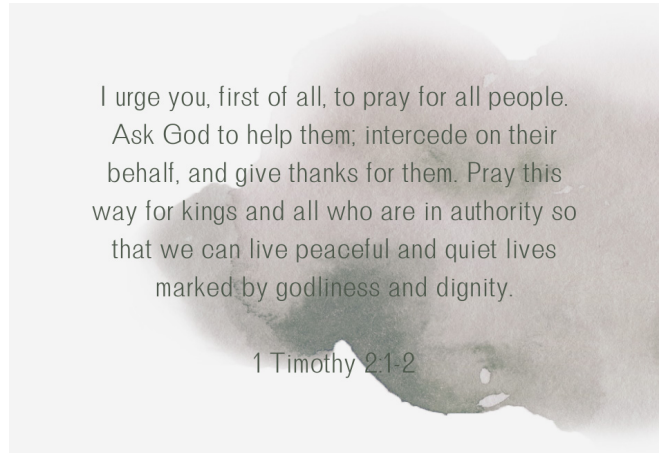
Scripture helps us to discern what is the correct attitude in honoring leaders (old and new) as they seek to guide us in glorifying Christ. Hebrews 13:17 says -

Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you.

Christ honoring leaders within the Church watch after and guide our souls. They seek to help us grow to be close followers of Christ as a Body and their intent is not to misguide (even if there is a learning process that takes us all on a hard journey) us into the weeds. We need to pray for our leaders (1 Timothy 2:1-2) and to honor them.

Let us be helpful and prayerful as our leaders seek to glorify God in their lives and help us glorify Him in ours.

- Pastor Andrew



I urge you, first of all, to pray for all people. Ask God to help them; intercede on their behalf, and give thanks for them. Pray this way for kings and all who are in authority so that we can live peaceful and quiet lives marked by godliness and dignity.

1 Timothy 2:1-2

HOW TO ACCESS OUR LEADERS

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