

The importance of being a good delegator



It is crucial as leaders and pastors that we learn the importance of delegating tasks and responsibilities to others. In week fifteen of our 17 week Evangelism and Ministry Training Course we looked at the importance of pastors going from being Shepherders to Ranchers. Following is a brief extract from this teaching.

Carl George emphasised in his book “How to Break Growth barriers” that for a church to grow in size, the pastor must go from being a Shepherder to being a Rancher. From trying to be the major care provider for the entire church to assessing the bigger picture and making sure that all those in the church are connected to a pastoral care support group. The Rancher has a greater focus on strategic planning and on identifying areas of ministry that are required in the church and then organising groups and teams to be raised up to meet these needs.

The Rancher is more focused on seeing the pastoral needs of all church members being met through lay pastors (small groups) than providing the pastoral care himself. In this way as a church continues to grow in size all members are still cared for pastorally. It is good also to encourage as pastors all Christians to be actively involved in reaching out to and serving others in their community and workplaces. Every believer has the potential of making a great difference in this world by loving people into God’s Kingdom. Visiting people in hospital is one such way of demonstrating the practical love of Christ. A loving Christian fellowship has the potential to make a great difference in the community.

Ranchers focus on the objectives and needs of the church and on what groups and ministry teams are required to see those needs and objectives met. Ranchers have the ability to delegate work to others and to supervise them in a way that is most suited to their temperament and personality type. The Rancher is continually looking at seeing Christians being trained up and released into ministry roles in the church. The Rancher is also continually looking at creating ministry roles and opportunities for Christians to exercise their spiritual gifts. In this way the church continues to grow in size and effectiveness in the community.

Shepherders on the other hand have a reluctance to delegate tasks to people and to release others into ministry roles and responsibilities. Shepherders are invariably needs driven and feel personally responsible to help everyone that requests help in their church. Shepherders work to the limit of their time and energy and they do not ask for a greater vision than what they can do by themselves. For this reason churches run by pastors with a Shepherders mindset will invariably remain small in size.

In the Old Testament we see an example of why it is crucial as leaders to learn to delegate tasks and responsibilities to others AS the Lord directs.

In Chapter 18 of the book of Exodus we see Moses being encouraged by his father-in-law Jethro to start delegating responsibilities to others.

“And so it was, on the next day, that Moses sat to judge the people; and the people stood before Moses from morning until evening. So when Moses’ father-in-law saw all that he did for the people, he said, “What is this thing that you are doing for the people? Why do you alone sit, and all the people stand before you from morning until evening?”

And Moses said to his father-in-law, “Because the people come to me to inquire of God. When they have a difficulty, they come to me, and I judge between one and another; and I make known the statutes of God and His laws.”

So Moses’ father-in-law said to him, “The thing that you do *is* not good. Both you and these people who are with you will surely wear yourselves out. For this thing *is* too much for you; you are not able to perform it by yourself. Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. And let them judge the people at all times. ***Then it will be that every great matter they shall bring to you, but every small matter they themselves shall judge.*** So it will be easier for you, for they will bear *the burden* with you. If you do this thing, and God so commands you, then you will be able to endure, and all this people will also go to their place in peace.”

So Moses heeded the voice of his father-in-law and did all that he had said. And Moses chose able men out of all Israel, and made them heads over the people: rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. So they judged the people at all times; the hard cases they brought to Moses, but they judged every small case themselves. Then Moses let his father-in-law depart, and he went his way to his own land.”
(Exodus 18:13-27)

In this key passage of Scripture for this teaching we learn one very important lesson - The importance of delegating tasks to others

Here we see Moses judging the cases of the people from morning to night.

His Father in law Jethro can see that this task is too great for Moses to do by himself and for the need for him to share this workload with others, by delegating responsibilities to other qualified men.

Moses heeds the wise counsel of his father-in-law Jethro and delegate’s responsibilities to others who are to judge the smaller cases whilst he focuses on the major issues and disputes that only he is qualified to judge.

Especially as pioneering pastors when planting a new church, it is often required that we wear many hats. But as our church begins to grow in size and the Lord brings in people with various gifts and talents, it is important that we begin to delegate to these people tasks that we have been doing so that we are freed up to pioneer new areas of ministry in our church that others cannot do.

God has uniquely gifted every single believer. It is so important that every believer flows in God's unique plan and purpose for their life. As pastors and leaders we are no exception as we also will be the greatest blessing to those in our congregations when we operate in our own unique gifts and calling.

For this reason when people come to our church with specific gifts and talents that are needed in our church, or are trained up within our church to perform tasks that we are currently doing because of a lack of volunteers, it is important that we quickly delegate these tasks to others as the Lord directs. In doing this we can stay more focused on ministering in our own area of strength and giftedness. In this way we will be the greatest blessing to those in our church.

As pastors and leaders we need to be continually encouraging believers to embrace God's plan for their lives and releasing Christians into their God given ministry callings by delegating to them tasks and responsibilities as directed by the Lord.

As leaders and pastors it is crucial that we have a clear understanding of our own unique gifts and calling so that we can fully invest our lives in doing what God has called us to do in life. In this way we will be the greatest blessing to those that we are shepherding in our churches and to the wider Body of Christ.

Having a clear understanding of our own unique calling helps us to be aware of those tasks and ministry responsibilities that we are doing that need to be delegated to other people as God raises up people in our church to do them.

So as leaders and pastors we need to be good delegators.

In this teaching I will be looking at the following three areas:

- 1) Why some leaders struggle to delegate tasks
- 2) Why learning to delegate tasks is so important for leaders and pastors, and
- 3) Some keys to being a good delegator

I will now look at each of these areas in turn

1) Why some leaders struggle to delegate tasks:

- i. Because of insecurity.** Insecure leaders are less likely to delegate tasks and leadership roles to others. Secure leaders on the other hand are always looking at how to empower others to realise their full potential in Christ and are quickly willing to delegate ministry roles to others as the Lord directs. Secure leaders will help encourage others to fulfil their God given destiny as their confidence is based on who they are in Christ and God's faithfulness in upholding them in their leadership role.
- ii. Having a desire to control things.** Often due to either having a spirit of perfectionism or through being insecure. As pastors and leaders we need to be secure in what God has commissioned us to do as leaders and freely release others into leadership roles as the Holy Spirit directs.
- iii. Failing to have a bigger picture outlook.** We can sometimes get so busy doing things that we lose sight of the bigger picture for our churches and ministries. This is why we need to regularly draw aside with the Lord to reflect on the bigger picture, so that we can determine what things need to be implemented or done away with in our churches and what things that we are currently doing, that need to be delegated to others.
- iv. We fail to plan.** Delegation requires foresight and deliberate planning. Recruiting someone at the last moment to do a task is called "dumping," and not delegating. Successful delegation will require effective communication with other people ahead of time as we plan to assign tasks and leadership responsibilities to them. In order to be delegate it is important to think ahead and make plans. **In the book of Proverbs we read,** "The plans of the diligent lead surely to plenty, But those of everyone who is hasty, surely to poverty." **(Proverbs 21:5)**
- v. Being unwilling to let go of tasks and responsibilities (even when prompted to by God)** Especially when we have a heart to see things being done well we are more likely to be reluctant in releasing ministry tasks and responsibilities to others. Sometimes there are things that we have loved doing but the season for us to do them has come to an end due to God opening up new doors of ministry for us to do. We must always be willing to let go of things to embrace the new things. We must simply be always prepared to release tasks and responsibilities to others as the Lord leads.

- vi. Because of pride.** We think that no one else can do the job as well and efficiently as we can. We must not allow our education, experience and aptitude to form a barrier between us and those that we are mentoring and training up for ministry and leadership roles. It is important that we see the potential in all people and actively encourage all believers to use their spiritual gifts. We must not forget that God was more able to name the animals than Adam was, but gave that responsibility to him (Genesis 2:19-20) and that Christ was a far more powerful preacher than the 70 others that He sent out ahead of Himself to other cities and places, who were instructed to heal the sick and to share the message of the Kingdom. (Luke 10:1-9) *In order to delegate we need to be humble.*
- vii. Not being willing to train up others to do tasks and responsibilities that we are currently doing.** It is always important that we invest time in training up others to do things that we are currently doing, so that we can be freed up to pioneer new things. This is a great key to seeing our churches growing in size and influence as we are continually freed up to pioneer new ministries in our churches by delegating tasks and responsibilities to others.
- viii. Being too busy to help equip and train up others to take over tasks that could be done by them.** We must not get so busy in life and ministry that we lose sight of the bigger picture as leaders. Continually investing our lives to train up others to do tasks that we are currently doing helps to free us up to do new things, as well as giving others the opportunity to exercise their own spiritual gifts and to operate in their ministry calling. People will be more likely to stay committed to the life of a church if they are given opportunities to flow in their own unique gifts and calling. We must never get too busy as pastors and leaders so that we do not spend quality time in training up and mentoring other Christians who have a leadership call upon their life, **AND**
- ix. We lack a vision for growth in our churches and ministries and have no clear vision to train up and mentor other leaders.** Ministries are built by pastors and leaders who understand that pyramids are made tall by widening their foundations. In order to widen the foundation of our ministries we need to learn to delegate tasks and leadership responsibilities to others. Having a broad base of good leaders is a great key to a church growing healthy and strong and increasing in size. Spectators become critics, but participants become partners. In order to delegate, we must maintain a vision for growth.

Strong secure leaders will always have a clear vision to train up other leaders and to encourage all believers to realise their full potential in Christ. In fact a key role of those in the five-fold ministry is to equip the saints for the work of ministry.

The Apostle Paul wrote,

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the **EQUIPPING** of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;” (**Ephesians 4:11-13**)

The Apostle Paul also wrote to the young pastor Timothy,

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” (**2 Timothy 2:2**)

2) Why learning to delegate tasks is so important for leaders and pastors

- i. It will help us to not burn out by taking on too many things in life.** God gives us the grace to do those things that He has called us to do in life. This is why we need to ensure that what we are always focusing on doing those things that God has called us to do and that as leaders and pastors we learn to delegate to others tasks and responsibilities that we are not meant to be taking on.

It is important that we continually remain focused on completing the “... good works, which God prepared beforehand that we should walk in them.” (**Ephesians 2:10**) For this reason we must always prayerfully consider what things we are meant to take on and what things need to be delegated to others.

- ii. It helps to free us up to do tasks that others cannot do. In this way we *use our time most effectively in serving those in our churches*.** Failing to delegate tasks and responsibilities to others as the Lord leads will prevent us from fully embracing all those things that God has planned for our life. We must learn to freely release tasks and responsibilities to others so that we can focus on completing all the things that God has planned for our lives.

In delegating tasks to others we are then freed to pioneer new things that others are not able to do, so that we can continue to see our churches and ministries growing and making a greater impact in our local communities.

- iii. **It helps us to stay focused on operating in our own area of gifting and calling.** It is so important that we understand our own unique gifts and calling as pastors and leaders so that we can fully invest our lives in ministering in our area of giftedness and strength. For this reason it is always important to know and follow God's will for our life so that we can be the greatest blessing to others.

We are most anointed and effective when we operate in our own unique gifts and calling. We must therefore be quick to delegate tasks that will keep us away from flowing in God's will for our life

This is why the Apostle Paul wrote, "See then that you walk circumspectly, not as fools but as wise, redeeming the time, because the days are evil. Therefore do not be unwise, but understand what the will of the Lord is." **(Ephesians 5:15-17)**

- iv. **It helps us to be more effective and efficient in the use of our time as we flow in our own unique gifts and calling.** Being quick to delegate tasks as the Lord leads to others helps to free us up to use our time most effectively. We will achieve the most and make the greatest eternal difference in the lives of others if we invest our time in flowing in our own unique gifts and calling.

Taking on other tasks that are outside of our calling will only drain us and deplete us and reduce our effectiveness in completing those things that God has planned for our life. We are most energised flowing in the will of God for our life. (John 4:34)

- v. **It helps others to be released into their gifts and calling so that they can realise their full potential in Christ.** It is when all Christians are encouraged to use their spiritual gifts that the church begins to make a great difference in our communities

The Apostle Paul wrote, "from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love." **(Ephesians 4:16)**

- vi. **It is a key to seeing church growth and to seeing God's Kingdom being expanded here on earth.** A church will grow to its full potential when the leaders and pastors are freely willing to delegate tasks and responsibilities to others as the Lord directs. Every believer has something to contribute to the life of our churches

- vii. **It helps to ensure that all tasks and responsibilities are taken on and completed by those most suitable and best qualified.** Everyone in the Body of Christ is uniquely gifted. Delegating tasks and responsibilities to others enables all Christians to find their best fit within the Body of Christ and to flow in their own unique gifts and calling. People are most fulfilled being who God created them to be. A good leader will be able to identify the gifts in others and delegate to them tasks and ministry responsibilities that are most suited to them.

The Apostle Paul made it clear that God has uniquely gifted all believers when he wrote,

“For I say, through the grace given to me, to everyone who is among you, not to think of himself more highly than he ought to think, but to think soberly, as God has dealt to each one a measure of faith. For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another.”

“Having then gifts differing according to the grace that is given to us, let us use them: If prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness. **(Romans 12:3-8) AND**

- viii. **Failing to delegate tasks that others can do will cause us to be overly stretched so that we become inefficient in the things that we do.** Living a focused life helps us to be productive and fruitful in our walk with the Lord and in our ministry calling. It is better to do three or four things well than stretching ourselves thin and doing 20 things inefficiently.

Delegating tasks and responsibilities to others enables us to focus on doing those things that we are most gifted at well. Having a clear understanding of what we are called to do as leaders, enables us to focus on ministering in our areas of strength and helps us to know what tasks and responsibilities to delegate to others in our church who are more gifted in these areas of ministry or service. This is why we need to pray as pastors that we will have a ministry team in our church that has all of the five-fold ministry gifts. For myself I have limited my focus to the following three areas:

- i) Evangelism
- ii) Preaching and teaching in church meetings and pastors workshops, and
- iii) Mentoring and training up our key leaders to run different ministries

Having a clear understanding of what we have been called to do in each season of our life enables us to know what to say yes to and what things need to be delegated to others. For this reason we will not commence new ministry activities in our church until God brings to our fellowship or raises up from within our church, faithful and qualified people who have been called to run and oversee such new ministry initiatives within our church.

For this reason we as a church realise the importance of training up and equipping leaders to oversee different ministries within our church and to run multiplying small groups.

By having this policy of only commencing new ministries when we have a suitable leader gives stability and permanence to those things that we do commence in our church as we start each new ministry with the right people. So it is crucial that we focus on doing three or four things well in our own life and ministry and learn to delegate to others the things that they can do well. This is also a great key as a pastor to avoiding burnout in our own lives and to remaining vibrant in our own walk with the Lord as we remain continually focused on operating in our own unique gifts and calling,

AND

3) Some keys to being a good delegator

- i. **As leaders we need to have a vision to train up and release others to do ministry tasks and responsibilities.** As pastors and leaders we need to be bigger picture people who look at equipping and mentoring key people in our church to become leaders of areas of ministry that are needed in our churches. Having a clear vision for training up leaders and helping to mobilise Christians into their ministry callings, will help us to be more purposeful and effective in delegating tasks and leadership roles to other believers in our church as the Lord leads. (Habakkuk 2:2)
- ii. **We need to invest time and effort in training up and mentoring others to take on ministry tasks and responsibilities.** We need to invest quality time and energy into helping potential key leaders to become all that God has planned for their lives. It is in spending quality time inputting into their lives that we can then delegate to them ministry roles which then frees us up to pioneer new things

The Apostle Paul wrote, “For though you might have ten thousand instructors in Christ, yet you do not have many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me.” **(1 Corinthians 4:15-16)**

- iii. **We need to give feedback and encouragement to those that we delegate tasks to.** Most people thrive in an environment where they feel appreciated and valued for what they do. Acknowledging the efforts of those that we have delegated tasks and responsibilities to, is a great key to maintaining good moral amongst those in our leadership team. *People need to also feel that we are there in the background to encourage and support them if they need any help in their delegated roles.* Ongoing mentoring is one way of giving encouragement and support to those that we have delegated leadership responsibilities to. **The Apostle Paul wrote,** “Therefore encourage one another and build each other up, just as in fact you are doing.” (1 Thessalonians 5:11) NIV
- iv. **We need to give those that we place into leadership roles both responsibility and authority.** That they are given autonomy and freedom to make decisions relating to the ministries that they are overseeing
- v. **We need to select qualified leaders to assist us.** It is important that we place the right people in the right positions at all times. It is crucial that people are suitably qualified AND called of God to take on the ministry tasks and responsibilities being delegated to them
- vi. **We must be careful about not delegating key tasks and responsibilities to people who have a controlling nature.** This will invariably bring challenges in due course. We need to look for people who have a heart to serve others unconditionally without any hidden agendas

IT IS SO IMPORTANT THAT ALL LEADERS HAVE BEEN HEALED OF PAST HURTS BEFORE BEING PLACED IN LEADERSHIP ROLES AND THAT THEIR IDENTITY COMES FROM WHO THEY ARE IN CHRIST AND NOT FROM WHAT THEY DO OR ACHIEVE. THOSE WHO HAVE COME OUT OF A BACKGROUND OF CONTROL MUST FIRST COME TO GENUINE REPENTANCE BEFORE BEING GIVEN A POSITION OF LEADERSHIP

- vii. **We need to actively encourage others to flow in their gifts and calling.** We need to create a culture of unity and teamwork (Community) within our churches, where all people are encouraged to use their gifts to help our churches to make a great difference in our communities.
- viii. **It is crucial that we are always led by the Holy Spirit when delegating tasks and responsibilities to others.**

In the book of Acts we read, “Now in the church that was at Antioch there were certain prophets and teachers: Barnabas, Simeon who was called Niger, Lucius of Cyrene, Manaen who had been brought up with Herod the tetrarch, and Saul. As they ministered to the Lord and fasted, the Holy Spirit said, “Now separate to Me Barnabas and Saul for the work to which I have called them.” Then, having fasted and prayed, and laid hands on them, they sent *them* away.” (Acts 13:1-3)

- ix. **That we get wisdom and counsel from other mature Christians (For most churches this will come from the Board Members) before appointing people into key leadership roles.** It is also good to seek counsel from our close mentors as well before appointing people into significant leadership roles. What is in our key leaders will greatly affect the culture of our churches

In the book of Proverbs we read,

“Where there is no counsel, the people fall; But in the multitude of counsellors there is safety.” **(Proverbs 11:14)**

“Without counsel, plans go awry, But in the multitude of counsellors they are established.” **(Proverbs 15:22)**

- x. **That we train up leaders who will also have a commitment to freely releasing tasks and responsibilities to others as the Lord directs THEM. This is a key to seeing multiplication in our church fellowships**

The Apostle Paul wrote to the young pastor Timothy,

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” **(2 Timothy 2:2)**

- xi. **Character and Christian maturity must be a key thing that we look for in those that we are delegating tasks and responsibilities to.** The number one attribute that we need to look for in those that we are delegating leadership roles to is that they have a teachable spirit

If a person placed in leadership is not teachable there will invariably be ongoing contentions and problems which will create disunity within our church fellowships.

Jesus Himself warned of the consequences of disunity,

“Every Kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.” **(Matthew 12:25)**

The Apostle Paul made it clear that leaders in our churches need to have good character before being appointed

The Apostle Paul wrote to Titus in relation to the appointment of elders,

“For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you— if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.” **(Titus 1:5-9)**

The Apostle Paul wrote to the young pastor Timothy in relation to the qualifications for being appointed an overseer,

“This *is* a faithful saying: If a man desires the position of a bishop, he desires a good work. A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behaviour, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having *his* children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the *same* condemnation as the devil. Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil.”

(1 Timothy 3:1-7)

Whilst not all leadership roles demand the same degree of character maturity as for those being appointed as Elders and Overseers (Bishops), it is crucial that all those who are appointed in leadership roles have the following traits. That they are:

- Teachable
- Have a servant heart
- Are Team players
- Have a good attitude (This is a key to having a healthy atmosphere in all of our church meetings)
- Are suited and called to doing the tasks assigned to them (People are most fulfilled when they are operating in their own unique gifts and calling)
- Have a genuine love for those that they are ministering to and leading
- Have a consistent walk with the Lord, and
- Have a heart for the house and a commitment to the vision of the church

Delegating tasks and leadership responsibilities to people with the above attributes will greatly reduce the likelihood of any significant problems arising.

In the early church which grew rapidly, a great emphasis was placed on delegating tasks and responsibilities to the right people.

We see an example of this in the book of Acts when they were choosing people to serve the tables.

“Then the twelve summoned the multitude of the disciples and said, “It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word.” **(Acts 6:2-4)**

- xii. **That we quickly delegate tasks to people when God has brought into our church fellowship those who are qualified and called to do them.** This will free us up to pioneer new ministry initiatives for the church whilst giving other people the opportunity to experience the fulfilment that comes from exercising their spiritual gifts in a greater way.

We must always trust God in every area of our life. When God puts on our heart to delegate leadership roles and tasks to others we need to simply just freely do so. No one will ever do things perfectly the first time, so we must give people the grace to grow into their leadership roles and responsibilities.

We need to simply just release people into what God has called them to do so that they can continue to grow in their walk with the Lord and so that we can be freed up to commence the new things that God has planned for our future.

- xiii. **We must never allow fear or insecurity to stop us from delegating leadership responsibilities to people when God has put on our heart to do so.** As leaders we need to be secure in God's call upon our life and never feel threatened when God puts on our heart to release other people into positions of leadership in our church. As mature and secure leaders it should give us great purpose and meaning to help other Christians to fully enter into God's plan and purpose for their lives. As pastors and leaders we need to have a heart for and focus on building the Kingdom of God rather than just focusing on building our own local church fellowship.

- xiv. **We need to be continually bigger picture leaders who are always looking at how our church can be more effective in reaching our community with the good news of the gospel and the love of Christ.** We need to be continually looking at what ministries need to be established in our churches as our fellowships begin to grow in size and what ministries are required to meet the needs of those in our communities. After identifying what new ministries are required, it is then important to purposely train up the right leaders to help pioneer and oversee these new ministries that are needed. In particular, training up small group leaders needs to be a key focus as a church begins to grow in size so that the pastoral needs of those in our church fellowships can be met,

- xv. **Having job or position descriptions and guidelines makes it a lot easier to delegate tasks and responsibilities to others.** If those being delegated tasks and responsibilities have clear written guidelines as to what needs to be done, it is a lot easier for them to perform the tasks that need to be done with minimal supervision. Again this will free us up from spending much time trying to explain things to those that we have delegated tasks and responsibilities to,

AND

xvi. We must never hastily appoint leaders because of a perceived need to start an area of ministry in our church. It is so important that those that we appoint as leaders have a teachable spirit and are God appointments. That the Holy Spirit has impressed upon our heart to appoint all of those people that we have placed into leadership roles in our church. It is a lot harder to pull people out of a leadership role than it is to put them into a leadership role.

We must therefore be sensitive to God's leading in the appointment of all people into leadership roles.

The simple fact is that it is better to wait for a ministry to be launched, until the Lord has brought the right people to lead and oversee the new ministry being established.

By waiting for the right people to be raised up or brought into our fellowship before commencing the new ministry, there will be a much greater likelihood of the ministry being greatly blessed and fruitful.

The Apostle Paul emphasised the importance of not hastily appointing people into leadership roles by laying hands on them, if they are not yet ready to be placed in those leadership roles.

The Apostle Paul wrote,
“Do not lay hands on anyone hastily, nor share in other people's sins; keep yourself pure.” (1 Timothy 5:22)

I will now conclude by looking at a great way of releasing tasks and responsibilities to others that will help a church to grow over time more effectively: That we look at employing a MULTIPLICATION rather than DELEGATION style of leadership in our churches.

The Apostle Paul applied this type of church leadership to his own life in the way that he sent his colleagues all over the Roman Empire to finish tasks, to check up on churches and to solve major problems.

The Apostle Paul sent Titus to Crete to appoint church elders in every city there. (Titus 1:5) Timothy was sent by the Apostle Paul to check on the state of the church in Philippi (Philippians 2:19-24) and to then pastor a church in Ephesus which had some false teachings. (1 Timothy 1:3) Tychicus was also sent by the Apostle Paul to encourage churches and to report back on how they were doing. (Ephesians 6:21-22)

In days when there was no means of quickly communicating with people, (there was no internet in the Apostle Paul's days) Titus, Timothy and Tychicus were given complete autonomy to address the problems and issues that were going on in the churches that they were visiting.

In this model people are given the autonomy to run the ministries that they have been delegated so that they are given the opportunity to grow and develop. However with this form of delegation it is crucial that those being given the leadership responsibilities are proven and faithful people like the young pastor Timothy who was a true son in the faith to the Apostle Paul. (See 1 Timothy 1:2)

So what traits need to be in the lives of those who we could use the multiplication style of leadership appointment with!

Eric McKiddie emphasised the character traits that we should be looking for in the people that we are looking at appointing into leadership roles using the multiplication style of leadership appointment. These are:

1. That we multiply through people who buy into our vision and values. This means that we can trust that they will act in alignment with our ministry vision. If they don't buy in, they are multiplying someone else's leadership, not ours.

2. That we multiply through people whose talents and decision-making we can trust. It's not enough to know that their heart is in the right place. We also have to trust that they have the ability to actually do the job, and

3. That we multiply through people who are self-motivated, yet humble. If they are self-motivated, we can trust them to do their best work without checking up on them. But if they are humble, they will come to us when they are stuck and need help, rather than trying to pull something off on their own when they can't. We want someone who can get far along on a project on their own, but who will also come to us the moment that they need support.

Anyone who doesn't fit the above three qualifications is someone that we should manage and direct and not release.

The best leaders will always surround themselves with people who fit the above three categories.

SO IN CONCLUSION

May I encourage you to become a good delegator so that you will be;

- More effective and fruitful in your own life and ministry, as you stay focused on fulfilling all that God has planned for your life and continually operating in your own unique ministry gifts and calling
- So that you will be the greatest blessing to those that you are shepherding as you fully utilize your unique spiritual gifts and talents to serve them

- So that you will continually remain strong and fervent in your walk with the Lord and ministry calling, as you learn to flow in your own unique gifts and calling
- So that you will be a great blessing to many as you encourage all believers to fully embrace God given opportunities to develop in their Christian walk, by freely delegating to them ministry responsibilities as the Lord leads, and
- So that you will see your church reaching its full potential as those in your fellowship are freely delegated tasks and leadership responsibilities, which enables them to contribute to seeing your church becoming all that God has planned and purposed for it

The more that we can use the multiplication rather than delegation style of leadership appointment, where we give the leaders that we raise up complete autonomy in relation to the ministries that they are overseeing, the more we will be freed up ourselves to pioneer new things which are in line with God's unique calling upon our own lives and the larger and more influential our church will become.

One final thought. It is good as leaders to be continually teachable and open to learning about how to become a better and more effective leader and how to become more efficient at delegating tasks and responsibilities to others.

In doing this we will be better able to help many others to also fully embrace all that God has planned for their lives and future.

I will finish with one final verse of Scripture in the book of Proverbs in relation to the importance of being teachable,

“Give instruction to a wise man, and he will be still wiser; Teach a just man, and he will increase in learning.” **(Proverbs 9:9)**



Please note that all Scriptures are from the New King James Version of the bible unless otherwise stated.