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**HOW TO APPRECIATE DELEGATION**

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**II Cor. 5:9,** *Wherefore we labour, that, whether present or absent, we may be accepted of him.*

**Phil. 2:25,** *Yet I supposed it necessary to send to you Epaphroditus, my brother, and companion in labour, and fellowsoldier, but your messenger, and he that ministered to my wants.*

It is often times hard for a leader to give a part of his work to another person. When God entrusts one of His men with His people it is an awesome responsibility for that man. Without the ability to delegate in a ministry the ministry will not prosper or grow.

A man of God may be challenged when it comes to giving someone else the people he loves and has invested in for years. However, in order for the work to grow he must overcome this challenge. The man of God must focus on developing a broad and deep foundation. The broader and deeper the foundation goes the greater the potential for the height of that structure. The success of any ministry depends upon more than just one person. It doesn’t matter how gifted the leader may be; without the help of other gifted men and women a work cannot multiply itself.

1. The more ***driven*** the leader, the harder it is for him to give up a part of his ministry.
2. The more of a perfectionist the leader is the harder it is for him to give up a portion of his ministry.
3. The ***harder the worker*** the leader is the harder it is for him to delegate.
4. The size of the leaders’ work depends upon the depth and breath of the foundation.
5. Since ***it takes time*** to build the foundation, it will take some time before you can see the result of your labor.
6. You cannot see the foundation, but the affects can be seen in the structure later.
7. The root system of a tree is always broader than the foliage on top of the ground.
8. Delegation ***is giving a part of the ministry*** to another person.
9. Delegation without organization is destructive.
10. Never delegate that which you would not be ***willing to do*** yourself.
11. You must know the work that you have asked others to do.
12. It is wise to ***have a job description*** for every delegated job. This will prevent many misunderstandings.
13. The man of God should never worry about hiring someone with more formal education.
14. The man of God should never hire flippantly or quickly. ***Do all your research*** on the person before hiring them.
15. The man of God should hire people with servants’ hearts. You can train someone to be a soul winning, preacher, music director, etc.
16. The man of God should ***never hire proud*** self-centered people.
17. The man of God should only hire loyal people.
18. The man of God must do the hiring and firing, ***not the deacon board***.
19. Priorities in delegation should begin with the needs of your ministries first. Most pastors see the need to hire a maintenance man first.
20. Hire a ***secretary second***. Before hiring a secretary you can get someone to volunteer to help.
21. Hire a staff man only as the needs and numbers warrant it.
22. Never hire someone in order to do ***what you don’t want to do***.
23. Build your work first and then let the work support who you hire next.
24. If you cannot pay them do not hire them. Never hire someone on ***a hopeful wish*** of what might happen.
25. If you are working with a smaller attendance you don’t need to delegate all of your labor. You can delegate some duties to new believers and use this delegation to facilitate their growth.
26. ***There are no absolute number*** that indicates it is time to hire or to delegate. It all depends on your needs, how many ministries you have and the needs of your church.
27. Delegate a little at a time, especially if it is a new believer. Keep your hands on it until they prove themselves.
28. Praise people for a job well done. ***Public praise*** is better than secret pay.
29. Train your assistant pastors the skills of delegation.
30. Someone properly handing a task ***shows personal maturity***. First we read that Barnabas lead Saul (Paul), then later we see that Saul is leading Barnabas.