

CLASS 17

Delegating, Empowering and Building a Team

CLASS OVERVIEW

In this class we will review:

- The need for and importance of delegating responsibilities to others.
- How delegation serves to not only "share the burden or the labors" but also how it helps others feel connected to the Work.
- The importance of humility and love as motivators for delegation.
- The importance of building a team... bringing people to the point where they have the vision, desire and skills to also lead.

Opening Group Questions:

- What do the following terms mean to you?
 - Delegation?
 - Empowerment?
 - Team building?
- Why are these concepts essential for leaders in God's Church?

I. Introduction

We as God's Church are a team of individuals who have been called to come out of the world, allow God to work with us to overcome and be lights to this deceived world (Matt 5:14). God has called ALL of us to be ambassadors for Jesus Christ, leaders and examples to this world of how to live a godly life despite the challenges that we face (2 Cor 5:20). Additionally, God has called us, not because we are the most skilled or wisest of people (1 Cor 1:26-31), but because He wants us ALL to become that way.

Because of our calling, we all must build our skills and talents and have the opportunity to do so (Matt 25:14-30), so that we can become the type of ambassadors that God will want to use as His "instruments of righteousness" (Rom 6:12-13).

- A. Delegation** involves sharing responsibilities and tasks with other people. It involves sharing what some perceive to be "power" or "authority" with other people. Delegation is laying out: the parameters for a responsibility, criteria for what must be done, and what is expected, then trusting the person to accomplish the task appropriately. Delegation is also done for several reasons:
- **To spread out essential tasks so that more work can be done.** As physical human beings, we can only do so much. As we begin to delegate and spread the work among many, we can accomplish much more.
 - **To "lighten the load" or reduce the amount of work expected from one person.** In God's Church, the labor pool is small and we do not want to "burn out" or "wear out" those who are serving. Delegation allows serving responsibilities to be spread out more broadly so that no one person has too much to do.

"To succeed in getting things done through others is the highest type of leadership."

Sanders, J. O. (1994). *Spiritual Leadership* (p. 137). Chicago: Moody Press.

- **To bring along or train other people to carry out the tasks at hand.** Delegation acts as a tool to begin to develop future leaders. Through delegation, new individuals can be included in necessary Church tasks. They can begin to build their skills by assisting those who have been serving God's people and carrying out the task for some time.
- **To help bind or connect God's people to His Church.** As more individuals are involved in serving the Church and the brethren, they will begin to feel more "a part of" the Church, and more involved in the mission of the Church. Bill Lawrence made a helpful and poignant observation along these lines: "Do not do all the work for the Church and then expect them [God's people] to own the vision" (Lawrence, B., 167).

One important aspect of delegation is thoughtfully picking those to delegate to. If careful consideration is not given, some tasks may be given to those who cannot handle them, or who may have been better placed on other positions. "Thoughtful delegation will save the leader the frustrating experience of square pegs in round holes" (Sanders, p. 136). When choosing His twelve apostles, Christ fervently prayed all night long about the situation—even He, as the Son of God, did not pick quickly, without careful consideration and heart-felt prayer (Luke 6:12-13).

- B. Empowerment** involves providing people with the training, skills and understanding to accomplish a task. It also involves helping them understand that they have the ability and help from God to do this work. It is one thing to delegate, but delegation without first empowering an individual with the knowledge and skills to succeed will result in failure. Ultimately empowerment involves "giving power over to" other people so that they can successfully perform a job.
- C. Working Smoothly with Others** involves appreciating the skills and abilities of others. It also involves treating others well, avoiding strife, and making peace. Ultimately it involves loving one another as Christ commanded. We are called to be part of a family, a functional team of individuals that become more useful to God as we work together for the common good—the preaching of the Gospel of the Kingdom and the support of the Church.

II. Examples of Delegation (Handout 1)

Group Question: Can you think of biblical leaders who set good examples of delegation?

Scripture is full of examples of leaders delegating responsibility to members of the Church, in an attempt to teach and train them to also lead. Like any effective government that does not send out "ambassadors" to represent their nation unless they first highly train them, the Church cannot send out *ambassadors for Christ* until and unless they are first trained to fulfill that role.

Ex 18:13-27—Moses' father-in-law suggested to him that he delegate his responsibilities for judging Israel, because it was physically wearing him out (v. 18). Jethro suggested setting up various levels of judges so that the job would be shared. Moses listened to Jethro and DID delegate his responsibilities (vv. 24-25), and only judged the most difficult cases. Moses put trust and authority in those below him to do their jobs well.

"All of us who are older should be *more than willing* to step aside occasionally and give a young person this opportunity to serve and genuinely *feel* part of the Work of the Church."

Meredith, R. C. (March-April 2005). *Living Church News* (p. 2).

Luke 10:1—Christ sent out 70 others (besides the twelve apostles) to preach, heal the sick, etc. He did not limit teaching and preaching to Himself or even to His apostles, but continued to train others and extend to them the opportunity to serve.

Acts 6:1-7—The twelve apostles delegated some of their administrative functions to seven deacons that they appointed, so that they could continue to preach the gospel.

Titus 1:5—Paul told the pastor Titus to delegate some of his leadership responsibilities by ordaining elders in "every city."

Effective leaders have the foresight and vision to inspire others to want to lead, the will to teach them to lead, and the faith and courage to allow them to lead.

III. Examples of Empowerment (Handout 1)

Throughout the Bible we see many examples of God's leaders empowering individuals for greater works in the future. The best and most thorough example of any empowering for greater work is highlighted by the Gospels—Matthew, Mark, Luke and John. One of Jesus Christ's primary purposes on the earth was to make disciples who would carry on the Work after He departed from the scene. Jesus was the ultimate teacher and spent three-and-a-half years teaching and empowering His disciples for works of greatness. Christ spent a great deal of time teaching them the "content" of their ministry—making sure they understood the Bible concepts before being required to actually teach them. And His teaching, training and empowering of the apostles continued as He sent them out two-by-two to do the work of the gospel.

Matt 10:1—Christ empowered them to cast out demons and heal the sick.

Matt 17:21—When the apostles could not cast out a demon, Christ further taught them, that that particular type of demon would ONLY come out with prayer and fasting.

Matt 28:19-20—Christ empowered the Church to teach all nations to observe all that He taught.

By the time the Holy Spirit was poured out on the Church in Acts 2, we see apostles, and especially Peter and John, empowered to do great works before men, in the name of Jesus Christ.

Titus 2:1-10—Here Paul admonishes and empowers different members of the congregation (older men and women, younger men and women) to interact in a positive way with each other.

IV. Examples of Working Smoothly with Others

We view a consistent message from God regarding working smoothly with others. This principle addresses how we interact with others, the respect we show them, the freedom that we give them to exercise their talents, and the way we support them.

Matt 12:25—A house divided against itself cannot stand.

Rom 12:4—The body has many members, but all do not have the same function.

1 Cor 10:32—Give no offense to the Church of God.

Matt 18:22—Forgive each other indefinitely.

2 Thes 1:3-4—Paul encouraged the brethren by complimenting their strong example.

Psalms 133:1—God wants us to dwell together in unity.

Zech 7:9—Show mercy and compassion, every man to his brother.

Gal 5:22-23—God's people display the fruits of the Spirit—to each other.

V. Conclusion

The Team-Building Concept

As leaders in the Church, and on Christ's team, it is important to view our roles in the proper light. We have been asked to be leaders and to serve God's people. It is important to remember that our job is not to "protect our job" or our "turf." Our job is to serve the Church and the brethren.

Part of serving might involve overseeing and doing a particular job. Another part of serving our fellow brethren will include *involving them* in service—teaching them how to serve too.

Godly leaders do not want the Church to become reliant on them. After all, what would happen if something happened and a leader could no longer serve? Would all that a leader did in the Church come

to a grinding halt? Or would the leader have been wise, training others that could carry on the work, so that the Church could continue to grow and thrive?

If we are (or desire to be) leaders because we enjoy the "praise of men and women" and because we enjoy the "power," then we desire a position for the wrong reasons. We are in leadership positions to serve and to show others, as we lead, how to serve too. Effective and godly leaders have a vision beyond themselves—a vision that includes teaching, training, and involving other brethren in service to the Church and to each other. Godly leaders learn to help develop other leaders. They have faith in Christ and His leadership and do not "fear" the abilities of others that God is calling. They are excited to see God developing new people—members of the team—and their talents and feel honored that God might be using them to develop new servants in the Church.

God has called us all to a great and wonderful calling. He has called everyone in the Church to be *ambassadors for Christ* in this life, and on into Tomorrow's World. As leaders in God's Church, we are called to set the example of service in the Church, and part of our service involves teaching others to become servants too. One powerful way we can teach others to be servants is by delegating certain jobs to them and empowering them to succeed in their new service opportunities.

Optional Homework for Next Class: (choose one assignment to complete)

- With your spouse or other Church members, talk about the purpose behind sermonettes.
- What are several reasons why the sermonette is such an important part of the Sabbath service?