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**Delegate, Delegate, Delegate?**

***By Kris Swiatocho***

As a leader, do you ever struggle with delegating responsibility to others? I know I have in the past. Part of the problem was when I had delegated; I found that most people…..

* Didn’t do the job well, which I felt reflected upon me and the ministry.
* Didn’t follow through with finishing the job.
* Forgot about the job.
* Were not clear on the job expectations but failed to ask for help.
* Didn’t make the job a priority.
* Didn’t realize the time it would take to complete the job.
* Didn’t realize the enemy’s goal in trying to keep them from doing the job.

As a result of all of these reasons, I would take the job back over. This would end up making my life that much harder. I had even more on my plate, leading to personal frustration and burnout.

So how are you supposed to delegate well when there are all these issues with people? Let me go back through this list of issues to offer some solutions.

**They didn’t do the job well, which I felt reflected upon me and the ministry.**
**Question:** How do you measure “well?” Were you expecting them to do the job like you? Have they served under you and got to experience what you wanted done? Did you come alongside them as they checked in and offered help, including prayer? Sometimes, we have delegated, and their performance reflects poorly on the ministry; however, be sure your concern is more about the person than yourself. If what you are delegating is critical in the result, perhaps delegating smaller portions first would have better results than what you expect.

**They didn’t follow through with finishing the job.**

**Question:** Life does happen, and often, when folks don’t complete something, it’s because they have other things going on in their lives. This is when it’s essential to come alongside during the process to see where things are. You might think of setting up a schedule where they complete specific tasks to be done. This is also a great time to get to know them personally and see what is going on, such as a family, work, or health situation that has kept them from finishing the job.

**They forgot about the job.**

**Question:** How did you communicate the actual start of the job? Communication is the number one reason why relationships fail. Was it only through a text or email or a brief conversation with a group of people? It’s important that when you are delegating responsibilities, you meet face to face so that you are both clear on what is expected. I also suggest a written document with details of the job. This allows them to ask questions and take ownership.

**They were unclear about the job expectations but failed to ask for help.**

**Question:** Most people fail in doing the jobs we delegate to them because they simply don’t know what you expect from them. While you think all is well because you have not heard from them, they are not getting the work done or, worse, doing it poorly. By the time you hear about it, the damage is done. Stay in touch with them and review your expectations so you are on the same plate.

**They didn’t make the job a priority.**

**Question:** The best way to make sure what you are delegating is a priority is for them to have part ownership. I often delegate responsibilities with a partial job description. I give them direction and expectations but allow them to fill in the rest. This way, they have ownership and are more likely to prioritize and get it done. However, upon enabling them to develop the job description, there is always the chance it won’t be what you would do. That is okay because there are always more ways than one to accomplish something. Remember, we are building leaders who will one day lead their own ministry.

**They didn’t realize the time it would take to complete the job.**

**Question:** This is a big one, as most folks have no idea what it takes to do these days—especially if it involves other people. This is, again, why it’s vital to talk and communicate regularly. It may require taking part of the work back and/or finding someone else to co-lead/develop the job. This way, you keep the person but are sympathetic to their timetable and personal schedule.

**They didn’t realize the enemy’s goal in trying to keep them from doing the job.**
**Question:** I think most of us underestimate the part of Satan’s role in our ministries. He wants to destroy our work, people, direction, etc. He seeks to come in between us to divide and cause disharmony. With this in mind, it’s important to remind your team that before they speak, write that angry email, and respond by quitting, they remember the enemies’ goals but also reflect the goal of the Lord. If God has placed them in the ministry where they are, doing what they are doing, AND if God has placed you in their lives to help them, then the enemy will do the opposite.

**Moses is an excellent example in the Bible of someone who tried to do it all himself and was about to explode. His father-in-law saw what was happening and stepped in for fatherly and wise advice. Read below for a wonderful example of delegation we all need to follow.**

*Exodus 18:13-26*

***13****The next day Moses sat to judge the people, and the people stood around Moses from morning till evening.****14****When Moses' father-in-law saw all that he was doing for the people, he said, “What is this that you are doing for the people? Why do you sit alone, and all the people stand around you from morning till evening?”****15****And Moses said to his father-in-law, “Because the people come to me to inquire of God;****16****when they have a dispute, they come to me and I decide between one person and another, and I make them know the statutes of God and his laws.”****17****Moses' father-in-law said to him, “What you are doing is not good.****18****You and the people with you will certainly wear yourselves out, for the thing is too heavy for you. You are not able to do it alone.****19****Now obey my voice; I will give you advice, and God be with you! You shall represent the people before God and bring their cases to God,****20****and you shall warn them about the statutes and the laws, and make them know the way in which they must walk and what they must do.****21****Moreover, look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens.****22****And let them judge the people at all times. Every great matter they shall bring to you, but any small matter they shall decide themselves. So it will be easier for you, and they will bear the burden with you.****23****If you do this, God will direct you, you will be able to endure, and all this people also will go to their place in peace.”*

***24****So Moses listened to the voice of his father-in-law and did all that he had said.****25****Moses chose able men out of all Israel and made them heads over the people, chiefs of thousands, of hundreds, of fifties, and of tens.****26****And they judged the people at all times. Any hard case they brought to Moses, but any small matter they decided themselves.*

**Get to know your team!**

Remember, the more you get to know them, the more you will know their strengths and weaknesses, and the better you will be at delegating the right jobs to the right people. You will learn who needs a little help to finish the job, who likes to be left alone, and who will try and take it away from you. But no matter what, you can’t be successful in ministry without delegating. You can’t do it all, and God never asked anyone to. So, start today by asking God what you can move off your plate. Start giving people small things to do to see how they do them. And trust God in the process.

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• [www.TheSinglesNetwork.org](http://www.TheSinglesNetwork.org)

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