

INTRODUCTION.

- A. Scripture text: **Exodus 18:13-21**.
- B. We continue our look at leadership, in this our third lesson. In our series we have looked at:
 - 1. What is Leadership?
 - 2. Principles of NT Leadership.
- C. Please open your Bible to Exodus 18 and let us begin there.

I. A LOOK AT A PASSAGE ON LEADERSHIP.

- A. Scripture text: Exodus 18:13-21.
- B. Moses was judging matters for the people, but he was doing all the judging. Jethro said to stop doing it all because you (Moses) will wear out and so will the people. No doubt that Moses could do a good job in leading the people and could even be the best at speaking the Law and advising the Israelites.
- C. But Moses had forgotten one very important thing about leadership - delegation. Jethro tells Moses (18:19-20) to devote himself to prayer and preventative teaching. He is to tell (or teach) the people the Law so he won't have to make judgments all day long. Jethro is telling Moses to give himself to prayer and the ministry of the word. Does that sound familiar?
- D. Moses is to select men to carry on the task of making some of these decisions so that he may devote himself to the prayer and teaching of the word. These men are to be (18:21):
 - 1. Able (have ability).
 - 2. Fear God (have a spiritual life).
 - 3. Of truth (have a social life).
 - 4. Hate unjust gain (have a business life).In Acts 6 men of "faith, Holy Spirit and wisdom" sounds very similar.
- E. An overseer is one appointed to be sure that a work performed by another is done correctly. Elders are to keep the "ship on course" while everyone else makes it go. Ephesians 4 speaks of equipping saints for works of service.

II. FOUR QUESTIONS TO BE ANSWERED.

- A. What needs to be delegated?
 - 1. Authority. The right to perform.
 - 2. Routine Duties. Minor decisions.
 - 3. Things in which leaders are not duly qualified. Areas of not of expertise of the elders.
 - 4. Problem solving tasks. All the preliminary work to be done by others.
- B. What does not need to be delegated?
 - 1. The Setting of Objectives. The leaders should know what direction the flock is to go.
 - 2. The Coaching & Developing of Subordinates. The evangelist will help (Eph. 4:11-16).
 - 3. Disciplinary Matters. This is the withdrawal of fellowship. Matthew 18:15-17 seems to say that the elders are in the second step.
- C. What are the factors for proper delegation?
 - 1. Trust & Confidence. Difficult to trust someone who is less mature than leaders are. Don't make decisions for him and don't "breathe down his neck."
 - 2. Clear Statement of Accountability. For what it is to be done; make it a challenge to him; clear objectives, schedules and standards.
 - 3. Grant a Proper Degree of Authority. One of three is possible:
 - a. Complete. The first belongs to Christ.
 - b. Act and report. What we need to be doing.
 - c. Act after approval. What we often do.

4. Adequate Follow-up and Feedback. The leaders must be available and require regular reporting to them.
- D. What kind of men are to be delegated leadership?
1. Able. Must have ability to get things done.
 2. Fear God. Must have a good spiritual life,
 3. Of the truth. Must have good social skills w/others, and
 4. Hate unjust gain. A business sense about them.

CONCLUSION & INVITATION.

- A. Next time we will conclude our series on leadership by looking at the life of Paul.
- B. Tonight's lesson was about the delegation of leadership:
 1. A look at Exodus 18.
 2. Four questions about delegation:
 - a. What needs to be delegated.
 - b. What does not need delegated.
 - c. Factors for proper delegation.
 - d. What kind of men are to receive delegated leadership.
- C. The ultimate pattern for leadership is JC.
- D. Plan of salvation for non-Xians; erring Xians.