DP7.08 Doing Yourself out of a Job   By Richard Sweatman

Introduction

This form should be done every 6 months.

Your areas of responsibility (clarify what you are doing)

- Leading bible study

- Kids and family ministry

- Youth Group

- 1:1's

- Scripture teaching

- Preaching

- Training others

- Running meetings/Church meetings

Identify who can take on some of my roles

- Anyone with a pulse

- Someone already involved in the ministry to some extent i.e. at Youth Group who is already doing it with you

- Who has the skills, character or the gifts?

- Work out a larger list as you might only get a few of them to come on board

Look to delegate tasks within...

A task within each ministry responsibility i.e. someone to organise games at Youth Group, train them up early OR the task of doing registrations for Youth Group camp.

Get tasks that you already know how to do and train someone else up in this task. Diagram of axis of decision making or discussion on tasks.

Leading people through a task **S1 > S2 > S3** = S style of leadership

- **S1** they imitate me doing the task

- **S2** start to discussion things more with them. "Let's discuss how we can do this better." "Thanks for the feedback and let's run it this way." Involving them more in the decision making of the task.

- **S3** they make the decision after discussion with you then ask them to go and run the task and make the decisions.

- **S4** they make all the decisions without much discussion with you. They run from woe to go! Taking on the responsibility of the task.

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If you both think the same way of running things, then it works out to be more harmonious. If you are both on the same page with which S style you use, then you will move people forward through the training styles.

Q- What happens if they are an S2 and you think they are an S4 and no one is making decisions?

Next delegate projects- complete set of tasks, camp, website, kids club, etc.

You need to hand these over to people who can handle them. Clarify the project and its parts clearly.