

LEADERSHIP LESSONS FROM THE UPPER ROOM #1

John 13-17

来自楼上的领导力课程 第1集 约翰-13-17章

- 13:14-15 Leaders are servants and humble 领袖是仆人也应该是谦卑的
- 13:34-35 The dynamic of real life 现实生命的动态
- 14:6 Reaffirming the truth of absolute life 重申绝对生命的真理
- 14:9 The words and reality of ministry 事奉的话语和现实
- 14:15 Obedience to Christ 顺服基督
- 15:4-5 Abiding in Christ...no room for arrogance 住在基督里...没有傲慢的余地
- 15:13 A deeper form of servanthood. 一种更深层次的仆人身份。
- 16:8 Sin, righteousness and judgement 罪、义和审判
- 16:31 Jesus shows patience in teaching 耶稣在教导中表现出耐心
- 17:3 This is eternal life 这就是永生
- 17:4 Knowing what God wants us to do 知道上帝要我们做什么
- 17:14, 15 The pull of the world and the power of Satan 世界的吸引和撒旦的权势
- 17:17, 19 Sanctify ourselves in truth of the Word 在神的话语中使我们自己成圣
- 17:21 The picture of unity in the body 身体合一的画面

Final word: *Jesus was the greatest leader in all of history. Let's endeavor to learn leadership from Him.*

最后的话：**耶稣是历史上最伟大的领袖。让我们努力向他学习领导力。**

NECESSARY QUALITIES OF STRONG LEADERSHIP #2 强大领导力的必要素质 第2集

Conformed to His image, Romans 8:29 效法他的形象，罗马书 8：29

Integrity, Matthew 5:37 正直，马太福音 5：37

Sanctification and Service 成圣与服侍

Fruit of the Spirit Galatians 5:22-23 and Gifts of the Spirit, Romans 12:3-8 and
1 Corinthians 12:1-31

圣灵的果子加拉太书 5：22-23 和圣灵的恩赐，罗马书 12：3-8 和哥林多前书 12：1-31

A Balanced Life, Matthew 6:5-12, Matthew 26:38-39, 1 Corinthians 6:19

平衡的生活，马太福音 6：5-12，马太福音 26：38-39，哥林多前书 6：19

Purpose and passion, John 17:4 目的和热忱，约翰福音 17：4

Equipping people for service, Ephesians 4:1-15 装备人来服侍，以弗所书 4：1-15

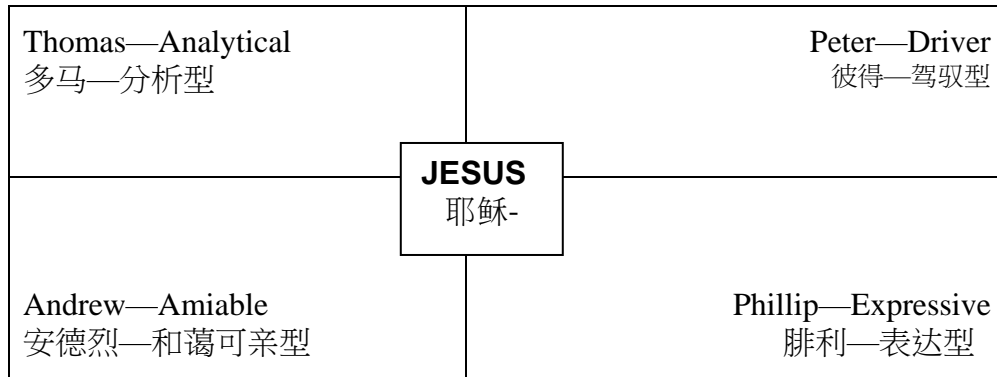
Good relationships, Matthew 7:12 良好的关系，马太福音 7：12

Spiritual Warfare, Ephesians 6:10-17 属灵争战，以弗所书 6：10-17

Self-awareness/Know how God made us—Personality Styles 自我意识/知道上帝如何创造我们——人格风格

CONTROL
控制

ASK
寻询问求



TELL
告告诉诉

EMOTE
表情

Analytical 分析型		Amiable 和蔼可亲型		Driver 驾驭型		Expressive 表达型	
<u>Strengths</u>	<u>Weaknesses</u>	<u>Strengths</u>	<u>Weaknesses</u>	<u>Strengths</u>	<u>Weaknesses</u>	<u>Strengths</u>	<u>Weaknesses</u>
强项	短板	强项	短板	强项	短板	强项	短板
Industrious 勤奋的	Critical 批判的	Supportive 支持的	Conforming 符合	Strong-will 意志坚强	Pushy 强迫的	Ambitious 有雄心	Manipulates 操纵
Tenacious 坚强的	Indecisive 犹豫不决的	Respectful 尊重的	Unsure 拿不准	Practical 实际的	Harsh 苛刻的	Enthusiastic 热情	Reactive 无效率
Orderly 有秩序的	Slow decider 慢决策	Relational 有关系的	Not honest 不实在的	Efficient 有效的	Alienates 疏远的	Dramatic 戏剧性的	Promoter 促进者

<https://agilityportal.io/blog/merrill-reid-test>

“Personal Styles and Effective Performance” by
David Merrill and Roger H. Reid“个人风格和有效表现”
大卫·梅里尔和罗杰·里德

Final word: *Genuine leaders know themselves. They know how God made them. They continue to grow to become more Christ-like as they emulate His leadership.*最后一句话：**真正的领袖了解自己。他们知道上帝是如何创造他们的。当他们效法他的领导时，他们继续成长，变得更加像基督。**

BIBLICAL LEADERSHIP PRINCIPLES #3

圣经领导力法则 第3集

- Christ-like character development, Ephesians 4:22-24
 “Put off the old self...put on the new self, created to be like God”
 发展像基督的品格，以弗所书 4：22-24
 “脱去旧人...穿上新人，被造有神的形象”
- Knowing Self—Spiritual gifts, natural talents, vision gauge
 认识自我——属灵恩赐、天赋、异象

THE UNDERSTANDING OF LEADERSHIP 对领导力的理解

- Leadership, Romans 12:8 领袖，罗马书 12:8 πρῶστμι προστμι prohistēmi
Destination of the ship 泊船目的地
- Administration, I Corinthians 12:28 治理的，林前 12:28 κυβερνεσις kubēr nē seis
Steering of the ship 船舶转向

Leader/Visionary 领袖/有远见的人

Administrator/Operational 治理者/操作

←————— Where do you place yourself on the continuum? 你把自己放在连续体的什么位置? —————→

Deals with global issues
 处理全球问题

- lives above the ripples
 生活在涟漪之上

Motivated by vision
 以异象为动力

Operates on Spiritual resources
 对属灵资源进行操作

Inspires, persuades and empowers people to action
 启发说服和授权人们采取行动

Foresees the future
 预见未来

Moves ahead to show the way
 向前迈进指明方向

Deals with issues of detail
 处理细节问题

- lives with the ripples
 生活在涟漪中

Motivated by organization
 以组织为动力

Operates on physical resources
 对物质资源进行操作

Places people correctly
 正确安置人员

Sees immediate needs and issues
 看到即时需求和问题

Needs clear guidelines
 需要明确的指导方针

CHARACTERISTICS OF SUCCESSFUL PASTORATES 成功牧养的特征

1. A hard worker. 勤奋 (100%)
2. An attitude of optimism and faith. 信心和乐观的态度(95%)

3. Good social skills, friendly, easily liked. 良好的社交能力，友善，(95%)
4. Takes responsibility for church growth. 对教会的发展负责。(95%)
5. A strong marriage--both husband and wife feel called to the church. 一个牢固的婚姻丈夫和妻子都感到呼召到教会。(90%)

Final word: *Genuine leaders know how God gifted them. They know the talents He gave to them. They strive to maximize those gifts and talents for His glory.* 最后一句话：*真正的领袖知道上帝是如何赐予他们恩赐的。他们知道他赐给他们的才能。他们努力为他的荣耀最大化这些恩赐和才能。*

CHANGE: THE CHALLENGE OF FOLLOWING THE HOLY SPIRIT #4

改变：跟随的挑战 圣灵 第4集

Change is difficult but necessary—when led by the Holy Spirit. The solid leader knows how to bring about change with a minimum of pain. But, he/she is willing to bring it about when it is needed—even if people resist. Change can cause pain.

改变是困难的，但却是必要的——当圣灵带领的时候。刚强的领袖知道如何以最小的痛苦带来改变。但是，他们愿意在需要时实现它——即使人们抵制。改变会导致疼痛。

1. Change is following the Spirit's lead and vision; explaining what the Spirit wants to do
改变是跟随圣灵的带领和异象;解释圣灵想要做什么。

2. Key Point--not change for change's sake but Spirit-led change based on the Word of God
关键点--不是为了改变而改变，而是基于上帝话语的圣灵引导的改变。

3. The Spirit leads change for better ministry, evangelism and discipleship
圣灵带领改变，以改善事工、传福音和门徒训练。

4. Leaders communicate a picture for the future. They understand the future
领袖传达未来的图景。他们了解未来。

5. Leaders communicate...affirm the past and explain its value. They explain the future
领袖沟通...肯定过去并解释其价值。他们解释未来。

6. Iowa State University sociology study says there are five kinds of people in church
2.5% Innovators: Do visionary thinking, not controlled by the past
13.5% Early Adapters: Make an early commitment to the vision; energize & recruit for it
34% Early Majority: Do not lead but follow. Are diligent workers but need leadership
34% Late Majority: Attend services but do not get involved. Social needs met elsewhere
16% Laggards: Do not commit to anything; they often criticize because of their sin
爱荷华州立大学社会学研究表明，教会中有五种人
2.5% 创新者：有远见的思维，不受过去控制
13.5% 早期适应者：尽早对异象做出承诺;激励和招募
34% 早期多数：不带领，只跟随。是勤奋的工人，但需要领导
34% 晚期的多数：参加聚会但不参与服事。在各处满足自己的社会需求
16% 落后者：不承诺任何事情;他们经常因为自己的罪而批评论断

7. Resistance to change is a reality. It often happens. Good leaders expect it
抵制改变是事实。它经常发生。优秀的领袖会预期它的到来。

8. Resistance comes from fear of change, people who sin & gossip, & a lack vision for the lost
抵制来自对改变的恐惧，犯罪和说闲话的人，以及对失丧之人没有异象。

9. Good leaders evaluate the resisters, they do not count them; they try to minister to them
好的领袖会评估抵制者，他们不会数算他们;他们会尝试着服侍他们。

10. Godly leaders have Christ-like attitudes during change
敬虔的领袖在改变中有基督般的态度

11. Godly leaders know change can be a “make or break affair”
敬虔的领袖知道改变可能是“成败攸关的事情”。

12. Godly leaders have a servant’s attitude and heart. They are leaders not dictators
敬虔的领袖有仆人的态度和心灵。他们是领袖而不是独裁。

13. Godly leaders communicate, explain and update how the change is taking place

敬虔的领袖沟通解释和更新改变是如何发生的。

14. The Holy Spirit “builds the house.” Leaders are His tools. Leaders explain the change
圣灵“建造房屋”。领袖是他的器皿。领袖会解释这一改变。

Final word: *Let us minister together with humility, purpose, boldness and compassion. Understand the vision and task and minister with a servant’s heart. Let’s desire to give God the glory.*

最后一句话：让我们带着谦卑、目标、勇气和怜悯的心一起服侍。理解异象和使命，用仆人的心去服侍。让我们渴望将荣耀归给神。

VISION AND VISIONARY LEADERS #5 异象和有远见的领袖 第5集

VISION – Ascertaining what God wants to accomplish through our ministry
异象 – 确定上帝想要通过我们的事工完成什么

VISION – Seizes us, motivates us, focuses us and focuses for us. We must care for the vision

Often, vision is a Spiritual gift...the gift of faith in 1 Corinthians 12:9
异象 – 抓住我们，激励我们，关注我们并为我们专注。我们必须关心异象 通常，异象是一种属灵的恩赐.....哥林多前书 12：9 中信心的恩赐

The Essential Aspects of Vision 异象的基本方面

“Now faith is the assurance of things hoped for, the conviction of things not seen.”

Hebrews 11:1

“信是所望之事的实底，是未见之事的的确据。希伯来书 11：1

The belief a person is where God wants them to be. (The Spirit leads.)
一个人的信仰是上帝想要他们去的地方。（圣灵带领。）

The ability to see what God wants done. (The Spirit gives insight.)
看到上帝想要做什么的能力。（圣灵赐予洞察力。）

The ability to do what God wants done. (The Spirit empowers.)
做上帝想要做的事的能力。（圣灵赋予能力。）

The willingness to admit weakness. (The Spirit matures His leaders.)
愿意承认软弱。（圣灵使他的领袖成熟）

The willingness to work hard and believe God for the results.
愿意努力工作并相信上帝掌管着结果。

Ephesians 3:20 “immeasurably more than all we ask or imagine”
“超过我们所求所想的”

The Visionary Leader

Filled with God *en-thusiasm* (in theos) ἐν θεός

Motivates by communicating and explaining the big picture of the vision

Acts 1:8 is the foundation; Simple, understandable, (written down)

Mobilizes by explaining the steps to fulfill the vision; properly places people

Explains the vision to the people in stair-steps

Stabilizes by making certain people and responsibilities are organized

Protects the vision from distractions of good people with good ideas about other good ministries. Protection keeps the ministry focus on target

有远见的领袖

被神充满 *en-thusiasm* (在神中) ἐν θεός
通过沟通和解释异象的大局来激励。
使徒行传 1:8 是基础;简单易懂, (写下来)。
通过解释实现异象的步骤来动员;正确安排人员。
向在阶梯过程中的人解释异象
通过组织某些人员和职责来实现稳定
保护异象免受对其他良好事工有好主意的好人的干扰。
保护使该事工专注于目标

Key Principles of Vision 异象的关键原则

Vision comes when: God speaks to our minds, we use our creative minds, we observe other ministries or through our creative team work
Visionary leaders know why God established their ministry and church
Visionary leaders know what God wants to achieve through their ministries
Visionary leaders recruit and develop leaders to help fulfill the ministry
Visionary leaders know spiritual warfare or humans working against the vision
异象来临:上帝对我们的思想说话,我们使用我们的创造性思维,我们观察其他事工或通过我们的创造性团队合作
有远见的领袖知道为什么上帝建立他们的事工和教会
有远见的领袖知道上帝想通过他们的事工实现什么
有远见的领袖招募和培养领袖来帮助完成事工
有远见的领袖知道属灵争战或人类与异象背道而驰

The Leadership Continuum is important here 领导力连续体在这里很重要

Leadership/Conceptual 领袖/概念

Management/Organizational 管理/组织

Thinks "Big Picture" of the vision 思考异象的“大局”

Thinks clarity of the vision 思考异象的清晰度

Sees from mountain top to mountain top 从山顶看到山顶

Thinks steps needed to fulfill vision 思想实现异象所需的步骤

Keeping and Maintaining the Focus of the Vision 持守异象的焦点

"You, therefore, my son, be strong in the grace that is in Jesus Christ." 2 Timothy 2:1 我儿啊,你要在基督耶稣的恩典上刚强起来。提后 2:1

Visionary leaders are aware of temptations of self-glory and not trusting God
有远见的领袖要意识到自我荣耀和信靠上帝的试探

Final Word: *Vision is more valuable than gold. Vision is pro-active not reactive. Vision is achieving what God wants us to achieve through His power and leadership.* 结语：异象比黄金更有价值。异象是主动的，而不是被动的。异象是实现上帝希望我们通过祂的能力和领导实现的目标。

PLANNING, DECISION-MAKING AND GIFTEDNESS:

计划、决策和恩赐：

Seeking God's Mind for The Future #6

为了未来而寻求神的心意 第6集

Planning and vision are partners 计划与异象是伙伴关系

Planning is holy, sacred work. Planning is seeking God's mind
计划是圣洁的，神圣的工作。计划是在寻求神的心意

Planning is knowing God's mind and vision for the church...following Him
计划是为教会知道神的心意与异象

Planning is developing the strategy to fulfill the vision. Acts 1:8, Matt 28:19-20
计划是制定实现异象的战略。使徒行传 1：8，马太福音 28：19-20

Planning brings stability, unity and faith to the church. Planning builds faith
计划给教会带来稳定、合一和信心。计划是建立信心的

Planning keeps the organization on track and protects the future of the ministry
计划使组织走上正轨，并保护事工的未来

Leaders lead in planning and communicating a clear plan to the people
领袖带领计划并向人们传达明确的计划

When ministries plan, there are less problems to solve and more time for ministry。
当事工计划时，需要解决的问题更少，事工的时间更多

God's power fulfills the vision and plan; we are obedient to Him
神的大能成就了异象和计划;我们顺服他。

What planning looks like 计划是什么样的？

Salvation and sanctification of people...and glorifying God are the motive
人的救恩和成圣...荣耀神是动机。

The plan is written out in great detail...for every facet of ministry
计划写得非常详细...为了事工的方方面面。

The steps needed to achieve the vision/plan/goal are explained
解释了实现异象/计划/目标所需的步骤

The steps include money, personnel, gifted people and trained people
这些步骤包括金钱、人员、有恩赐的人和训练有素的人

The steps are achieved one step at a time; it is a never-ending process
这些步骤是一步一步实现的;这是一个永无止境的过程

Decision-Making is part of vision and planning 决策是异象和计划的一部分

Decisions are pro-active not re-active; decisions follow God's mind
决策是主动的，而不是被动的;决策跟随上帝的心意

Decisions are made to create the plan to fulfill the vision
做出决策以制定计划以实现异象

Decisions protect the vision and the plan
决策保护异象和计划

Decision-making is one of the most difficult of all pastoral functions. No matter the decision, it will be criticized by someone. It is not for the faint-hearted
决策是所有教牧职能中最困难的职能之一。无论决定如何，都会受到某人的批评。它不适合胆小的人。

It is a great thrill to make decisions that are in the center of God's will
做出处于上帝旨意中心的决定是一种极大的兴奋

Without decision-making there is no vision or plan and little ministry
没有决策，就没有异象或计划，也没有事工

Decision-makers examine their own hearts and motives. They ask, "is Christ honored?"
决策者审视自己的内心和动机。他们会问：“基督受到尊荣了吗？”

Decision-makers cultivate the giftedness of others and recruit them 决策者培养他人的恩赐并招募他们

Decision-makers define the vision, clarify the vision and cast the vision
决策者定义异象，明确异象并传递异象

Leaders attract leaders, recruit them and give them responsibility
领袖吸引领袖，招募他们并赋予他们责任

Leaders know what motivates people and develop their giftedness
领袖知道什么激励人们并发展他们的恩赐

Leaders know that all gifts are to be used to fulfill the vision and plan
领袖知道所有的恩赐都是用来实现异象和计划的

Final word: *Jesus was the greatest decision-maker and our model for making decisions.*
“I have brought You glory on earth by finishing the work You gave Me to do.” John 17:4
最后一句话：**耶稣是最伟大的决策者，也是我们做决策的榜样。**
“我在地上已经荣耀你，你所托付我的事，我已成全了。” 约翰福音 17：4