

Dr. John Vawter ([00:00](#)): 约翰·沃特 博士

It's very important for us to understand that God has gifted us. He has gifted us with a gift or a gift mix that's not better than the other person and the gift or the gift mix that they have. 1 Corinthians 12 says that the eye cannot say to the ear, I have no need of you. So, both are important. And so the focus that I want us to have for the next few minutes is the importance of vision and visionary leaders, the gift of vision, or the talent of vision. Some very important points I want to make. Vision is ascertaining what God wants to accomplish through our ministry. It's very important that we understand that this is not our own mind's creativity, although God uses our minds and he uses our creativities. This is ascertaining what God wants to accomplish through our ministry.

了解上帝赋予我们的恩赐对我们来说非常重要。他给我们的恩赐或恩赐组合并不比其他人和他们拥有的恩赐或恩赐组合好。哥林多前书 12 章说，眼睛不能对耳朵说，我不需要你。所以，两者都很重要。因此，在接下来的几分钟里，我希望我们关注的重点是远见和有远见的领导者、远见的天赋或远见的才能之重要性。我想说一些非常重要的观点。异象是确定神要通过我们的事工完成什么。重要的是我们要明白这不是我们自己头脑的创意，尽管上帝使用我们的头脑并使用我们的创意。这是确定神通过我们的事工要完成什么。

Dr. John Vawter ([01:03](#)): 约翰·沃特 博士

And vision seizes us. It motivates us. It focuses us, and it focuses for us. Let me repeat that. Vision seizes us. We're driven by it. It motivates us. It focuses us, and it focuses for us. And we must care for the vision. It's very, very important. Often vision is a spiritual gift, the gift of faith that we see in 1 Corinthians 12. [And what I call some essential aspects of vision.] In Hebrews 11:1, the writer to the Hebrews says, "Now faith is the assurance of things hoped for, the convictions of things not seen." So, we understand then that the visionary is moving forward, believing what God wants to accomplish, even though he or she doesn't see it at the moment. Vision is the belief that a person is where God wants them to be. In other words, the spirit is leading.

异象抓住了我们。它激励着我们。它关注我们，它使我们聚焦。让我重复一遍。异象抓住了我们。我们被它驱动。它激励着我们。它关注我们，它使我们聚焦。我们必须关心异象。这非常非常重要。通常，异象是一种属灵的恩赐，我们在哥林多前书 12 章中看到的信心的恩赐。[我称之为异象的一些基本方面。]在希伯来书 11 章 1 节中，希伯来书的作者说：“信就是所望之事的实底，是未见之事的的确据。”所以，我们明白有远见的人正在向前迈进，相信上帝要成就的事，即使他或她目前没有看到。异象是相信一个人就处在上帝要他们去的地方。换句话说，圣灵在引导。

Dr. John Vawter ([02:09](#)): 约翰·沃特 博士

I'm not here today and you're not here today to lead the church because we want to be here. The spirit led us here. Vision is the ability (a very important word) to see what God wants done. And the Holy Spirit gives us that insight. ~~It's again,~~ It's not our own creativity. It's coming in contact with what the spirit wants to get done. This is very important. I cannot emphasize this enough. The ability to do what God wants done, and understand the spirit is empowering this. The ability to do what God wants to get done. I was asked a few years ago to speak at a national convention of political leaders. That sounds very impressive, but understand that the president was a friend of mine. They were meeting in the city where I live and he knew that he didn't have to give me any money to speak. He just needed a favor. And I was doing him a favor by being a chapel speaker.

我今天不在这里，你今天也不在这里领导教会，因为我们想在这里。圣灵带领我们来到这里。异象是一种能力（一个非常重要的词）看到上帝想要做什么。圣灵给了我们这种洞察力。不是我们自己的创意。它是与圣灵要完成的事情相符。这是非常重要的。我怎么强调都不为过。有能力做上帝要完成的事情，以及理解圣灵正赐予能力完成它。有能力做上帝要完成的事情。几年前，我受邀在全国政治领导人大会上发言。这听起来令人印象深刻，但要知道总统是我的朋友。他们在我居住的城市开会，他知道他不必给我任何钱来发言。他只是需要一个帮忙。我在教堂做讲员是在帮他一个忙。

Dr. John Vawter ([03:22](#)): 约翰·沃特 博士

But it was very interesting when the man introduced my friend, whose name is William, he said this, "We have had the vision for this chapel service for years. We didn't have the ability to do it until William became our leader. And now we have this chapel service every time we have this national convention." And I had never thought about it before. God had given the vision, but they didn't have someone to lead the vision. Look at what I say, it's the ability to do what God wants done. So, until my friend William came along, they didn't have the ability to pull this meeting together on a national level.

但非常有趣的是，当那个人介绍我的朋友时，他的名字叫威廉，他说，“我们多年来一直都有在这个教堂聚会的异象。直到威廉成为我们的领导者，我们才有能力做到这一点。现在，每次我们举行全国大会时，我们都会举行这种教堂礼拜仪式。”我以前从未想过。神给了异象，但他们没有人来带领异象。看我说的，这是做上帝想要做的事的能力。所以，在我的朋友威廉出现之前，他们没有能力在全国范围内召开这样的会议。

Dr. John Vawter ([04:09](#)): 约翰·沃特 博士

One of the essential aspects of vision is the willingness to admit weakness. And by this I'm saying the Holy Spirit matures his leaders. So, when we're struggling with some aspect of the vision, we're struggling because somebody doesn't agree with the vision, they're criticizing the vision. We admit that we're weak at that moment, and let the spirit of God move in our lives. And here's this word again, it's the willingness to work hard and believe God for the results.

And again, in Ephesians 4, Paul writes about the work of the ministry. In Ephesians 3:20, Paul is writing about God and who God is, and he said he is able to do immeasurably more than all that we can ask or think or imagine.

异象的重要方面之一是愿意承认弱点。借此，我是说圣灵使他的领袖成熟。所以，当我们在异象的某些方面挣扎时，我们挣扎是因为有人不同意这异象，他们在批评这异象。我们承认那一刻我们是软弱的，让神的灵在我们的生命中运行。又是这个词，它是愿意努力工作并相信上帝其结果。再一次，在以弗所书第4章中，保罗写到事工的工作。在以弗所书3章20节，保罗写到神和神是谁，他说他能成就的，远超过我们所求、所想、所想象。

Dr. John Vawter ([04:59](#)): 约翰·沃特 博士

So just suppose this morning that we weren't here from a number of different groups, but we were together from one church. We're all leaders of one church and we're all reasonably intelligent. So we put our minds together today and we think about what we want this church to accomplish into the future, and in the future. What does the Apostle Paul say in Ephesians 3:20? No matter how much we can think about what God wants to do, he is able to do immeasurably more that we can ask or think. So, I'm suggesting to you, then we should never be satisfied with the vision we have because God is thinking bigger than we are.

所以假设今天早上我们不是来自许多不同的团体，而是来自同一个教会。我们都是一个教会的领袖，我们都相当聪明。所以我们今天把我们的思想放在一起，我们思考我们希望这个教会在未来和未来完成什么。使徒保罗在以弗所书3章20节说了什么？无论我们对上帝想要做什么有多少想法，神能充充足足的成就一切，超过我们所求所想的。所以，我建议你，我们永远不应该对我们拥有的异象感到满意，因为上帝的想法比我们更大。

Dr. John Vawter ([05:48](#)): 约翰·沃特 博士

The visionary leader is filled with God. The word enthusiasm comes from a Greek word, a compound word entheos, in God. So the visionary leader is filled with God. They are filled with enthusiasm in God. This is not a natural gift. There are many natural leaders in our society, in every society. But this is not that this is the person who's filled with God.

有远见的领袖是被上帝充满了。Enthusiasm（热忱）这个词来自一个希腊词，一个复数词 entheos（热忱），在上帝里面。所以有远见的领袖是被上帝充满了。他们对上帝充满了热忱。这不是天生的礼物。在我们的社会中，每个社会都有许多天生的领导者。但这并不是说他们都是被上帝充满的人。

Dr. John Vawter ([06:24](#)): 约翰·沃特 博士

I've heard church leaders talk about the fact that some powerful leader in the city or some powerful leader in the community has come to their church. And because they are naturally born leaders, immediately they are given a position of leadership in the church. Unfortunately, they don't have godly leadership. And so they press the ministry to move forward, but people aren't growing in Christ as they're moving forward. Because they are naturally born leaders, they are not spiritually gifted leaders. There is a difference. We have to know the difference.

我听过教会领袖谈论这个事实，即城市中一些有权势的领袖或社区中一些有权势的领袖来到他们的教堂。因为他们是天生的领袖，所以他们会立即在教会中担任领导职务。不幸的是，他们没有敬虔的领导。所以他们就推动事工向前发展，但人们在前进的过程中并没有在基督里成长。因为他们是天生的领导者，所以他们不是有属灵恩赐的领导者。它们是有区别的。我们必须知道其中的区别。

Dr. John Vawter ([07:02](#)): 约翰·沃特 博士

The visionary leader, accomplishes four key points. They motivate, they mobilize, they stabilize, and they protect. The visionary leader motivates by communicating and explaining the big picture of the vision. Think of Jesus. He's been crucified, he's been resurrected, he's now talking to disciples before he returns to the Father, and in Acts 1:8 he says, "You will be my witnesses in Jerusalem, Judea, Samaria, and the other most parts of the world." You can't make it any clearer than that. You can't make it any bigger than that. And he was communicating to them, and he was explaining the big picture of the vision.

有远见的领导者，完成四个关键点。他们激励、他们动员、他们稳定和与他们保护。有远见的领导者通过沟通和解释异象远景的大局来激励人们。想想耶稣。他被钉在十字架上，他已经复活了，现在他在回到天父面前之前对门徒说话，在使徒行传 1 章 8 节中他说，“你们要在耶路撒冷、犹太全地、撒玛利亚，和世界其他地方(直到地极)，作我的见证”。你再清楚不过了。你不能让它比这更大。他正在与他们交流，他正在解释这异象的愿景大图。

Dr. John Vawter ([07:54](#)): 约翰·沃特 博士

He was motivating them. The visionary leader mobilizes by explaining the steps to fulfill the vision. And he or she properly places people. I cannot emphasize that enough. Every spiritual gift is needed in the ministry. And as the visionary leader mobilizes the group of people, the church, he or she explains the vision to the people in stair step process. Today, we are at the top of mountain A, we want to get to the top of mountain B, and to the top of mountain C. This is how we're going to do it. That's where the gift of management and the gift of administration are so important, because they help the visionary explain how the process is going to take place.

他在激励他们。有远见的领导者通过解释实现异象远景的步骤来进行总动员。他或她适当地安置人。我怎么强调都不为过。事工中需要每一种属灵恩赐。当有远见的领袖动员一群人，教会，他或她在阶梯过程中向人们解释异象。今天，我们在 A 山顶，我们想去 B 山顶，再去 C 山顶。这就是我们要做的。这就是管理恩赐和行政恩赐如此重要的地方，因为它们可以帮助有远见的人解释流程将如何进行。

Dr. John Vawter ([08:48](#)): 约翰·沃特 博士

The visionary leader stabilizes by making certain people and responsibilities are organized. They don't move haphazardly. They understand that this has to be done, as the Apostle Paul writes, decently and in order. And they understand why people are gifted. The visionary leader protects the vision (this is very important) from distractions of good people with good ideas about other good ministries. The protection keeps the ministry focus on target.

有远见的领导者通过组织某些人和责任来稳定局势。他们不会随意移动。他们明白，这必须像使徒保罗所写的那样，以得体和有序的方式完成。他们理解为什么人们有恩赐。有远见的领导者保护异象（这很重要），免受对其他好事工有好想法的好人的干扰。这保护使事工专注于目标。

Dr. John Vawter ([09:29](#)): 约翰·沃特 博士

So, suppose again that we are one church here, all this morning. God gives us a vision, and then somebody comes along and says, "Well, there's a ministry needed here." Another person comes and says, "There's another ministry needed here." What we need to say to them is, "If God has given you a vision, you start that ministry. If God has given you a vision, you start this ministry. God called us to do this." And sometimes, as we're talking about the church, people expect the church to do everything, instead of understanding that God has given us this vision. He has given us this road to walk to accomplish this task, and we need to do that. People get angry at us, but that's the role of leadership, to understand that's what good leaders do. Good leaders motivate, they mobilize, they stabilize, and they protect the vision. And I'm suggesting that protection keeps the ministry focus on target.

所以，再次假设整个上午我们在这里的都是一个教会。上帝给了我们一个异象，然后有人过来说，“好吧，这里需要一个事工。”另一个人走过来说，“这里需要另一个事工。”我们需要对他们说的是：“如果上帝给了你一个异象，你就开始那个事工。如果上帝给你一个异象，你就开始这个事工。上帝呼召我们这样做。”有时，当我们谈论教会时，人们期望教会做每一件事，而不是理解神给了我们这个异象。他给了我们这条路来完成这个任务，我们需要这样做。人们生我们的气，但这就是领导的作用，要明白这就是优秀领导所做的。优秀的领导者会激励、他们动员、他们稳定并保护异象。我建议保护使该事工专注于目标。

Dr. John Vawter ([10:36](#)): 约翰·沃特 博士

Next are key principles of vision. Vision comes when (notice this) God speaks to our minds. So, just imagine this. Now, I'm our leader today. God speaks to my mind, and I come tell you how God has spoken to me. The reason I come to tell you how I believe God has spoken to me is because you're the leaders with me in the church and you have to affirm that God has spoken to me. And if you don't agree with me, and you're godly leaders in the church, then God probably has not spoken to me. But oftentimes, God speaks to the leader in a congregation. So, vision comes when God speaks to our minds. Or secondly, we use our creative minds and we all work together.

接下来是异象的关键原则。当（注意这一点）神对我们的思想说话时，异象就来了。所以，想象一下。现在，我是我们今天的领袖。上帝对我的思想说话，我来告诉你上帝是如何对我说话的。我来告诉你我如何相信神对我说话的原因是因为你是教会里和我在一起的领袖，你必须确认神对我说话。如果你不同意我的看法，而且你是教会敬虔的领袖，那么上帝可能没有对我说话。但通常情况下，上帝会向会众中的领袖说话。所以，当神对我们的思想说话时，异象就来了。或者其次，我们运用我们的创意性思维，我们一起工作。

Dr. John Vawter ([11:30](#)): 约翰·沃特 博士

The way I suggest this happens is that one key leader will go away and be with God, to see what God says to him or her, then come to show it to the body of leaders. So, we use our creative minds. Or thirdly, we observe other ministries. And we see (if we're talking about church ministry) another church doing this ministry, so we come back and use our collective minds to say, "That ministry is really effective. Should we incorporate it into what we're doing?" So, I'm suggesting to you this morning that God speaks individually to our minds. Collectively, we use our creative minds. We observe other ministries because God works through other ministries, and then we put our creative teamwork together.

我建议这种情况发生的方式是，一位关键领袖会离开并寻求上帝，看看上帝对他或她说了什么，然后回来向领袖们展示。所以，我们使用我们的创意性思维。或者第三，我们观察其他的事工。我们看到（如果我们谈论的是教会事工）另一个教会在做这个事工，所以我们回过头来用我们的集体思维说，“那个事工真的很有效。我们应该把它融入我们正在做的事情中吗？”所以，今天早上我建议你，上帝单独对我们的思想说话。总的来说，我们运用我们的创意性思维。我们观察其他事工，因为上帝透过其他事工工作，然后我们将创意性的团队放在一起合作。

Dr. John Vawter ([12:23](#)): 约翰·沃特 博士

Visionary leaders know (key point) why God established their ministry and church. And I talk to any number of churches that don't know why God established them. So, they just have services on Sunday and they teach the Bible. That all is good, and it sounds good. But why are you here? Why did God establish you here? And they don't know. So, there's a certain drifting to what they do.

有远见的领袖知道（关键点）上帝为什么建立他们的事工和教会。我和许多不知道上帝为什么建立他们的教会交谈过。所以，他们只在星期天举行礼拜，他们教导圣经。一切都很好，听起来也不错。但是你为什么在这里？神为什么把你设立在这里？他们不知道。所以，他们所做的事情有一定的偏差。

Dr. John Vawter ([12:52](#)): 约翰·沃特 博士

Visionary leaders know what God wants to achieve through their ministries. So, we know why we're here and we know what God wants to achieve. So, we know for what we are working. There's that word again, "work". Visionary leaders recruit and develop leaders to fulfill the ministry. I can't emphasize this enough. In Ephesians 4, ~~the~~ Jesus gave gifted people to equip the saints for the work of the ministry. 2 Timothy 1 says to stir up the gifts that were placed into you by God himself. So as godly leaders, we need to be encouraging people to think through what is their giftedness, because every person is gifted. And very spiritual leaders know spiritual warfare and ~~the~~ that humans are working against the vision.

有远见的领袖知道神要透过他们的事工达到什么目的。所以，我们知道我们为什么在这里，我们知道上帝想要实现什么。所以，我们知道我们为什么而做。又是那个词，“工作”。有远见的领袖招募和培养领袖来完成事工。我怎么强调都不为过。在以弗所书 4 章中，耶稣赐下有恩赐的人来装备圣徒去传道。提摩太后书 1 章说要激发神亲自赐给你的恩赐。因此，作为敬虔的领袖，我们需要鼓励人们思考他们的恩赐是什么，因为每个人都是有恩赐的。非常属灵的领袖知道属灵的争战，以及人类正在与异象对抗的事情。

Dr. John Vawter ([13:52](#)): 约翰·沃特 博士

I was told recently about a church that has a thousand people in attendance. There were eight people in the church that didn't like the pastor. So they started making telephone calls and sending emails among themselves. Now let's do the math on that. A thousand people are happy. Excuse me, 992 people are happy with the pastor and happy with the direction of the church. And eight people are making phone calls. Now on whom should we focus? We focus on the thousand. The eight are always going to be around the church. Godly leaders understand that. Godly leaders understand spiritual warfare, and they understand that the enemy of our soul, Satan, will motivate people like those eight to be trying to up upset the vision. ~~We just can't~~ We just can't live by that.

最近有人告诉我关于有 1000 人参加的一所教会。教会里有八个人不喜欢牧师。因此，他们开始互相打电话和发送电子邮件。现在让我们计算一下。千人皆乐。对不起，992 人对牧师很满意，对教会的方向也很满意。八个人正在打电话。现在我们应该关注谁？我们专注于千人。那八个人总是会在教会里。敬虔的领袖明白这一点。敬虔的领袖明白属灵的争战，他们明白我们灵魂的敌人，撒但会鼓动像那八个人这样的人来破坏异象。我们就是不能就这样的容忍着。

Dr. John Vawter ([15:00](#)): 约翰·沃特 博士

Now, let me take you back to the leadership continuum. It's important here. Let me remind you, we talked about the leadership person who has the conceptual idea of vision, as opposed to the management person who has the organizational view of the church. The leadership, conceptual person is thinking the big picture of the vision. The management, organizational, administrative person is thinking the clarity of the vision. The leadership, conceptual person sees from mountaintop to mountaintop. And the management, organizational, administrative person thinks the steps needed to fulfill the vision.

现在，让我带你回到领导连续体。这里很重要。让我提醒你，我们谈到了具有异象概念的领导者，而不是具有教会组织观点的管理人员。领导者、有概念的人正在思考异象的愿景大图。管理人员、组织人员、行政人员正在思考异象的清晰度。领导者、有概念的人会从一个山顶看到另一个山顶。管理人员、组织人员和行政人员考虑实现异象所需的步骤。

Dr. John Vawter ([15:48](#)): 约翰·沃特 博士

Let me ask you again, where do you place yourself on this continuum? It's not right or wrong. There's no right or wrong. It's how God made us. I'll go back to my brother. I remember when I was first in high school, I had a teacher that my brother had. He was already in university. I was just starting high school. And one day she looked down the aisle at me, and she said, "My, you're not the student your brother is, are you?" And I thought, as a 14-year-old boy, "You stupid woman. It took you six weeks to figure that out." God made my brother different from me. Why would I let this stupid woman try to make me feel guilty?

让我再问你一次，你把自己放在这个连续体的什么位置？这没有对错之分。没有对错之分。而是上帝怎样创造我们。我会再谈到我哥哥。我记得当我第一次上高中时，我有一位老师是我哥哥的老师。他已经上大学了。我刚开始读高中。有一天，她低头看着我，说：“我的天，你不会是你哥哥的学生吧，是吗？”我想，作为一个14岁的男孩，“你这个愚蠢的女人。你花了六个星期才弄明白。”上帝创造我的兄长与我不同。我为什么要让这个愚蠢的女人试图让我感到内疚？

Dr. John Vawter ([16:41](#)): 约翰·沃特 博士

But that's what we do sometimes. And that's what we do in the church instead of realizing that God places his visionary people over here, and he gifts them. He places his administrative people over here, and he gifts them. And he gifts people in the middle. And when we are manifesting our giftedness, we're all full of joy because we're doing what God gifted us to do. There's not a better gift. They're all equal. They're just express themselves in different ways.



但这就是我们有时所做的。这就是我们在教会所做的，而不是意识到上帝把他有远见的人安置在这里，并且他赐予他们。他把他的行政人员安置在这里，并赠予他们。他把人们安置在当中。当我们展现我们的恩赐时，我们都会充满喜乐，因为我们正在做上帝赋予我们的恩赐去做的事。没有比这更好的礼物了。他们都是平等的。他们只是以不同的方式表达自己。

Dr. John Vawter ([17:13](#)): 约翰·沃特 博士

Now, keeping and maintaining the focus of the vision. This is a key thought. I cannot emphasize it strongly enough. "You therefore, my son, be strong in the grace that's in Jesus Christ." We're not strong in ourselves. We're not strong in compliments from other people. We're not strong in the growth of the ministry. We're strong in the grace that's in Jesus Christ. And visionary leaders are aware of the temptation of self-glory and not trusting God. They're aware of the temptation of people coming to say, "You're doing a good job." And they're aware of the tendency of not trusting God. And so a key point is to be strong in the grace that's in Jesus Christ.

现在，专注并保持异象的焦点。这是一个关键的思想。我不能不强烈的强调这一点。“因此，我的孩子，你要在耶稣基督的恩典中刚强起来。”我们不是靠自己刚强。我们不是在别人的赞美中刚强。我们不是在事工的成长上刚强。我们是在耶稣基督的恩典中刚强。有远见的领导者意识到自我荣耀和不相信上帝的诱惑。他们意识到人们会说“你做得很好”的诱惑。他们意识到不相信上帝的倾向。所以一个关键点是要在耶稣基督的恩典中刚强起来。

Dr. John Vawter ([18:08](#)): 约翰·沃特 博士

[Key, final word.] Vision is more valuable than gold. Vision is proactive, not reactive. Let me explain what I mean by that. Proactive means that we are thinking ahead of where we are. We're not reacting to the past. We're not reacting to some criticism. We're not even reacting to a need. We're proactive, thinking ahead, praying ahead. Where does God want us to be?

[关键,最后一句话。] 异象比黄金更有价值。异象是主动的，而不是被动的。让我解释一下我的意思。积极主动意味着我们正在思考我们所处的位置。我们不是对过去做出反应。我们不会对某些批评做出反应。我们甚至没有对需求做出反应。我们积极主动，超前思考，超前祷告。神要我们在哪里？

Dr. John Vawter ([18:38](#)): 约翰·沃特 博士

Vision is achieving what God wants us to achieve through his power and his leadership. So God is needed to give us the vision, and we are needed by God to fulfill the vision. Vision and visionary leaders, God has gifted us. Let's be visionary leaders.

异象是透过上帝的能力和他的领导来实现上帝要我们成就的。所以神需要给我们异象，神需要我们成就异象。异象和有远见的领导者，上帝已赐予我们恩赐。让我们成为有远见的领导者。

Dr. John Vawter ([18:59](#)): 约翰·沃特 博士

Father, thank you for what you've given to us in the Word. And thank you for the admonition that we are to be strong in the grace of Jesus Christ, not ourselves. Help us all to understand how you gifted us. And help us to help the people, with whom we interact in ministry to understand that God has gifted them. And give us the privilege of helping them to come to understand how you can use them in ministry. And we pray this in the name of Christ. Amen.

天父，感谢你在你话语中赐给我们的一切。感谢你的告诫，我们要在耶稣基督的恩典中刚强，而不是靠我们自己。帮助我们所有人明白您是如何赋予我们恩赐的。并帮助我们能帮助人们，那些与我们在事工中与之互动的人们，以了解上帝赋予他们的恩赐。并让我们有这荣幸帮助他们了解你会如何在事工中使用他们。我们奉基督的名这样祷告。阿们。