

# Identifying the Kinds of Leaders Every Church Needs

## 識別每個教會都需要的屬靈領袖

<p style="text-align: center;"><b>“Directional” Leaders 導向型領袖</b>  <b>Thinking: <i>The Church</i> Where are we going?</b>                      思考：教會我們往哪裡去？                      David &amp; Paul 大衛和保羅</p>	<p style="text-align: center;"><b>“Administrative” Leaders 管理型領袖</b>  <b>Thinking: Organizing and Deploying, People &amp; Resources</b>                      思考：組織和配置人員和資源                      Solomon &amp; “the seven” 所羅門和“七人”                      I Kings王上 10:5; II Chronicles代下 9:4</p>	<p style="text-align: center;"><b>“Pastoral Leaders” 牧養型領袖</b>  <b>Thinking: Reaching, Teaching &amp; Caring, Ministry is about People</b>                      思考：接觸，教訓和關懷 事工是關於人的                      Barnabas &amp; Timothy 巴拿巴和提摩太</p>
Leading the whole 帶領全體	Organizing the whole 組織全體	Reaching, Teaching, Caring among the whole 接觸，教訓和關懷全體
Assessing and adapting to environmental changes 評估和適應環境變化	Adjusting ministries to the demands of complexity 在複雜的需要下調整事工	Gathers grass-roots and constructive feed back 收集信眾建設性反饋
Setting direction/vision that others will follow 設立眾人共同朝向的方向/異象	Detailed planning of programs & budgeting 詳細計劃項目/預算	Putting the ministry plan into action with people 將事工計劃付諸對人的行動
Initiate the vision 啟動異象	Initiate a plan 啟動計劃	Initiate the work 啟動工作
Aligning key people & groups 聯合關鍵的人/小組	Organizing and staffing 組織分派任務	Helping people adapt to change 幫助人們適應變化
Motivates people to move towards common goals 激勵人們向共同的目標進發	Maintaining order creating functional systems 保持秩序，創立運行良好的系統	Helping people participate according to gifts etc. 幫助人們按恩賜參與事工
Insist that the main things continue to be the main things 堅持大方向	Make the main things do-able 使大方向可操作	Join the big ideals to where real people live and serve 將大理想加入人們真實的生命和事奉中
Approaches multiplication from a broad and somewhat detached big picture perspective 從寬廣乃至超然的大視角來實現多元化	Approaches multiplication from a comprehensive planning perspective 從綜合計劃的視角來實現多元化	Approaches multiplication from a close up people perspective 從最接近人群的視角來實現多元化
Doing right things 做正確的事	Doing things right 用正確的方式做事	Doing right things in a Godly manner 用屬神的方法做正確的事
Who fits here – primarily? 這兒誰最適合?	Who fits here – primarily? 這兒誰最適合?	Who fits here – primarily? 這兒誰最適合?
Expected Spiritual Gifts Combined with others 最需要的屬靈恩賜（與其他的恩賜結合）	Expected Spiritual Gifts Combined with others 最需要的屬靈恩賜（與其他的恩賜結合）	Expected Spiritual Gifts Combined with others 最需要的屬靈恩賜（與其他的恩賜結合）
Leadership 帶領 Apostle 使徒 Faith 信心 Knowledge 知識 Wisdom 智慧	Leadership 帶領 Administration 管理 Helping/Serving 幫助/服事 Faith 信心 Knowledge 知識 Wisdom 智慧	Leadership 帶領 Evangelist 傳道人 Teacher 教師 Mercy 恩典 Prophecy 先知 Encouragement/Exhortation 鼓勵/講道 Helping/Serving 幫助/服事 Shepherd/Pastor 牧養 Faith 信心 Knowledge 知識 Wisdom 智慧

## Typical Weaknesses 典型的弱點

<p>Runs ahead of others 跑在別人前面</p> <p>Talks big but never actually mobilizes others to achieve things 談論大事，但不能切實激勵別人做成事情</p> <p>Holds up high ideals in way that makes others feel judged or inadequate 持有高目標，讓別人感到受論斷或做得不夠</p> <p>Appears not to respect what is already there in the church 看上去對教會現狀不夠尊重</p> <p>Loses patience with others and goes off and does things on their own 對人失去耐心，走開自己去做事</p> <p>So full of ideas that they struggle to focus on a single priority 充滿想法，但難以專注優先項</p> <p>May be overly optimistic and over-estimate their relational connectedness 可能過分樂觀，過度估計自己的關係網絡</p>	<p>Can be paralyzed in inactivity until everything is perfectly organized 可能不夠積極，除非萬事俱備</p> <p>Aversion to chaos leads to overstructuring, over-controlling 厭惡混亂帶來的過度體制化，過度控制</p> <p>Quick to declare new things too risky or even impossible 過快宣佈新事物是冒險，甚至不可能</p> <p>Can appear joyless, unable to celebrate 可能看上去缺乏喜樂，難開心</p> <p>May not be as inspiring or relationally connected as they think 可能不像他們想的那樣鼓舞人心，或有良好的關係網絡</p>	<p>Overly-attached to people's comfort and maintaining what has been created to date 過度關注人們的舒適，保持已有的狀況</p> <p>So in-the-moment present with people they are unable to see new possibilities 當與人們在一起時，甚難看到新的可能性</p> <p>Inadvertently settles for far less than what people are capable of 非故意的為人們設定過低的目標</p> <p>Leans towards small manageable steps 依靠很小的易控的步驟</p> <p>May over-estimate their directional and administrative capacity 可能過度估計他們的導向和管理能力</p>
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## Tell-Tale Signs This Leader is Absent or Not Being Empowered 這一領袖缺位或未經裝備的警號

<p>Sense of comfort and care in the fellowship, but a lack of vision and direction 在團契中有安慰和關懷的意識，卻缺乏異象和導向</p> <p>Church is bursting at the seams, but no one can agree on what to do next 教會有分裂，不能達成共識下一步做什麼</p> <p>Big ideas always seem to get bumped down on the agenda 大的計劃在日程中總是部署不順利</p>	<p>Absence of functional structures: great ideas are discussed but never implemented or completed 沒有功能良好的結構。好主意常被討論，但未曾實施或完成</p> <p>Lack of effective communication in the fellowship 在團契中缺乏有效溝通</p> <p>Sharp unresolved tension between the idealists and the care-givers 在理想者和關懷者間有尖銳的未解決的矛盾</p>	<p>Things appear to be running smoothly and moving forward, but people are feeling uncared for and are shrinking back from commitment or even leaving 似乎事情進展順利，但人們感到未被關注，對委身畏縮不前，甚至離開</p> <p>Great plans and structures are in place, but people are unwilling to sacrificially own them or be a part of them 有大的計劃和結構，但人們不願意奉獻自己，參與計劃</p>
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