

中国基督徒领袖在21世纪的教会中 面临的挑战

Challenges for Chinese Christian Leaders in Church management at 21 Century



朱正中

George Chu



使10： 44-45

彼得還在講這些話的時候，聖靈降臨在每個聽這話語的人身上。所有陪彼得一起來的割禮派的信徒，看見所賜的聖靈也被傾注在外邦人身上，都十分驚訝。

箴言3:5-6

你要专心仰望耶和华，不可依靠自己的聪明，
在一切所所行的事上，都要认定他，他必
指引你的路。

箴言78： 72

于是，他按心中的纯正牧养他们，用手中巧
妙引导他们

殷勤筹划的，足致丰裕，行事急躁都必缺乏

箴言21： 5-6

你去打仗，要凭智谋，谋士众多，人便得胜

箴言 24： 6



THESE DAYS WE DO NOT NEED HYMN BOOKS
AS ALL OF THE WORDS TO THE SONGS
CAN BE FOUND ON THE INTERNET



Medtronic

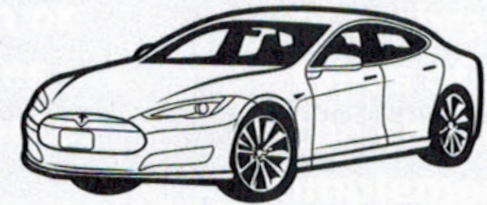
Medtronic's implanted digital blood glucose meter connects wirelessly to a monitoring and display device and can alert patients to trends in glucose levels requiring attention.



Ralph Lauren

Ralph Lauren's Polo Tech Shirt, available in 2015, streams distance covered, calories burned, movement intensity, heart rate, and other data to the wearer's mobile device.

October 6 – October 12, 20



Tesla

A Tesla vehicle in need of repairs can autonomously call for a corrective software download, or, if necessary, send a notification to the customer with an invitation for a valet to pick up the car and deliver it to a Tesla facility.

Intel Inside

Statistics indicate that around two-thirds of children who grew up in conservative churches are now leaving by the time they reach their twenties. What seems to be the problem?

Ed Sullivan want to build a church around DC area 10 years ago. In order to know people live around there, he went to one middle class neighborhood , knock door to door to find out what kind of church they interested about. People spend time talk to him. But 10 year later he went back to the same neighborhood , asked same questions. He found a astonishing answer, people just has no interest to talk about church.

21世纪教會面临的挑战

1, 处在快速变化的环境中, 教会是否也需要变革?



2, 做哪些变革?

需要运用管理知识技巧在教会中?

量身定做不同的program?

强调沟通的重要-使用现代digital, mobile沟通技术?

目标, 组织, 策划, 执行的清晰?

3, 在变革时是否会把世俗带进进会?

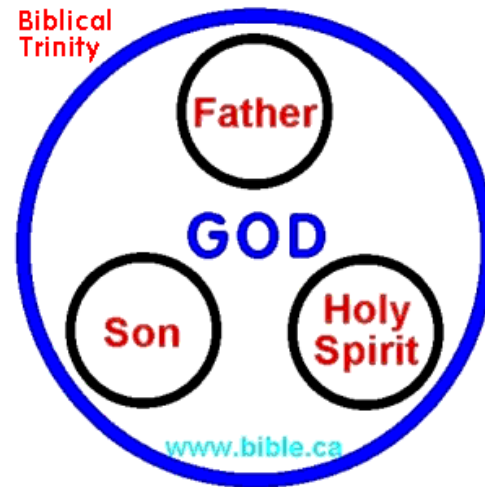
4, 如何克服教牧人员对领导管理的排斥心理?

- 5, 教会的教导过于理论化而缺乏实际应用
- 6, 由于教会的新生代浮现, 新生代对教会沟通的不对称, 速度, 方式无法适应。教会领袖仍然是传统被动式的沟通方式; 你问我答, **email**通知。
- 7, 教会筹集资源将会越来越困难
人才, 资金
- 8, 教会如何减少浪费, 有效管理
- 9, 如何培育建造下一代中国的教会

“The only thing that remains constant in the world is change itself”



Theological, biblical, or spiritual content will never change



領導需要改變CHANGES

清楚使命 **C**lear Vision and Mission

核心团队 **H**armony team

負責任到底 **A**ccountability

人才培育 **N**urturing talent

現代知識 **G**ain modern knowledge

精力與熱情 **E**nergy and passion

策劃與執行 **S**trategy and execution

作为教会领袖第一个要愿意改变

領導與變革

For a leader to merely articulate a vision isn't enough. A great leader also is responsible for being the catalyst in making changes in an organization's internal environment. The changes make it possible for the organization to achieve its vision or reach its goals. Often, being a change agent is the least glamorous part of being a leader because the efforts are trench work that has no clear payoff.

一位領導只有清楚的遠見是不夠的，一位好的領導還要能在組織內部促進改革。因為改革，組織才能達到它的目標。經常，領導的工作中，最困難的就是成為公司的改革家，因為這是吃力不討好的工作。

外國的文化大多是積極主動式
Proactive

中國的文化大多是反應式
Reactive

請回答一個問題：

如果按照目前的情況繼續下去3
年，將會到什麼局面？

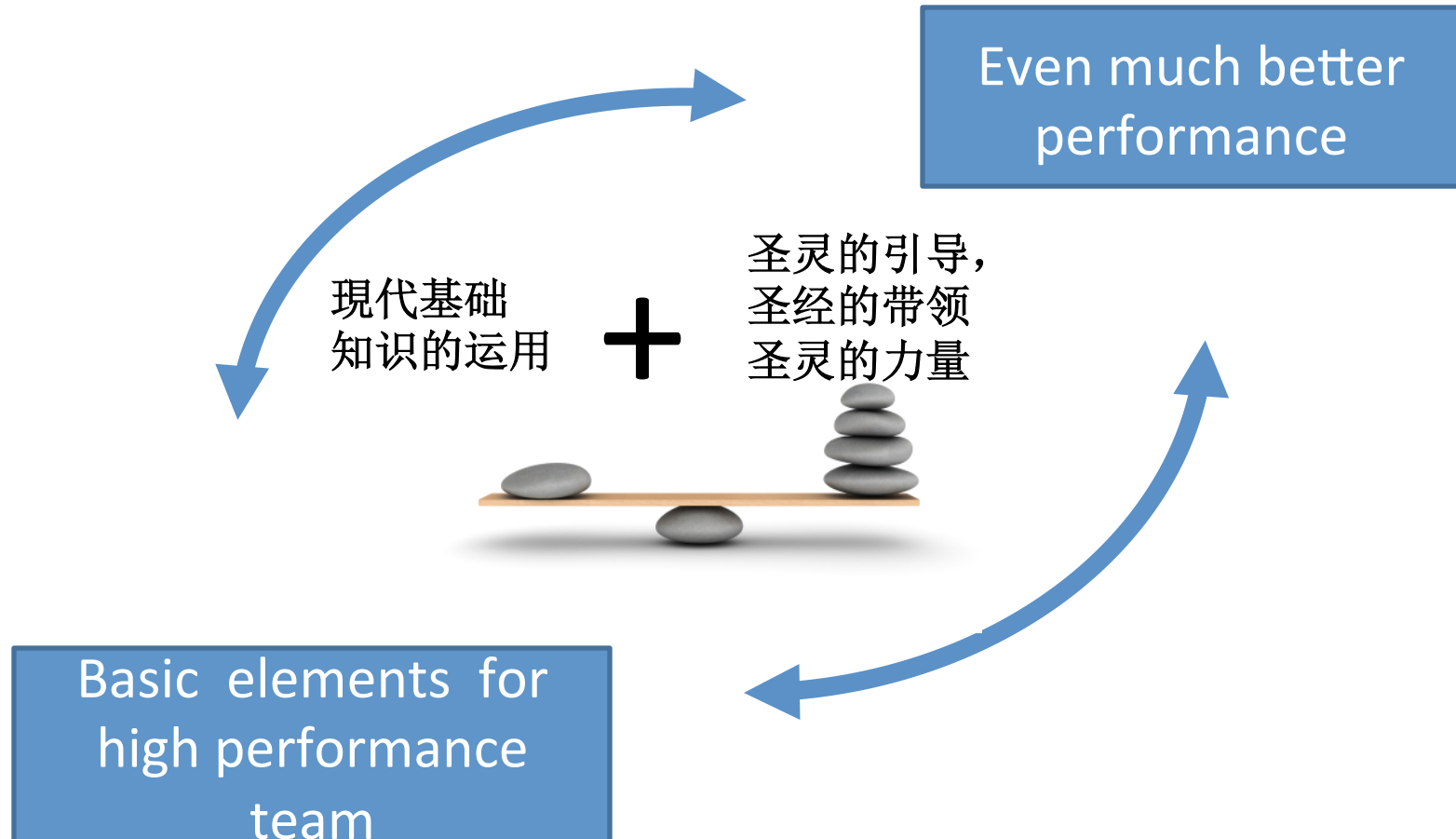
不能摆脱过去
**Can't cast off
the past**

不能创造未来
**Can't create
future**

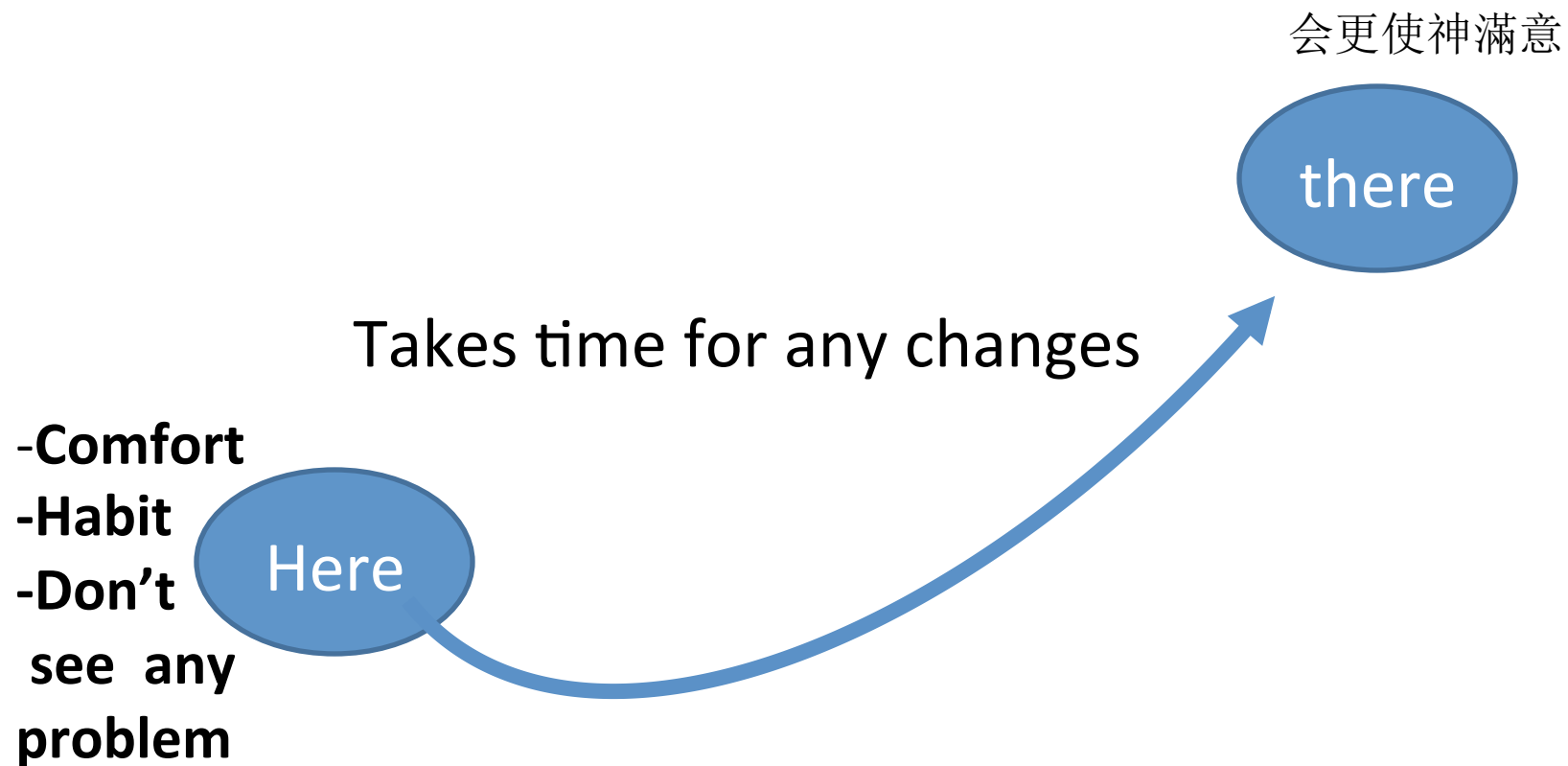


**The status quo is not an option
during a fast changing world**

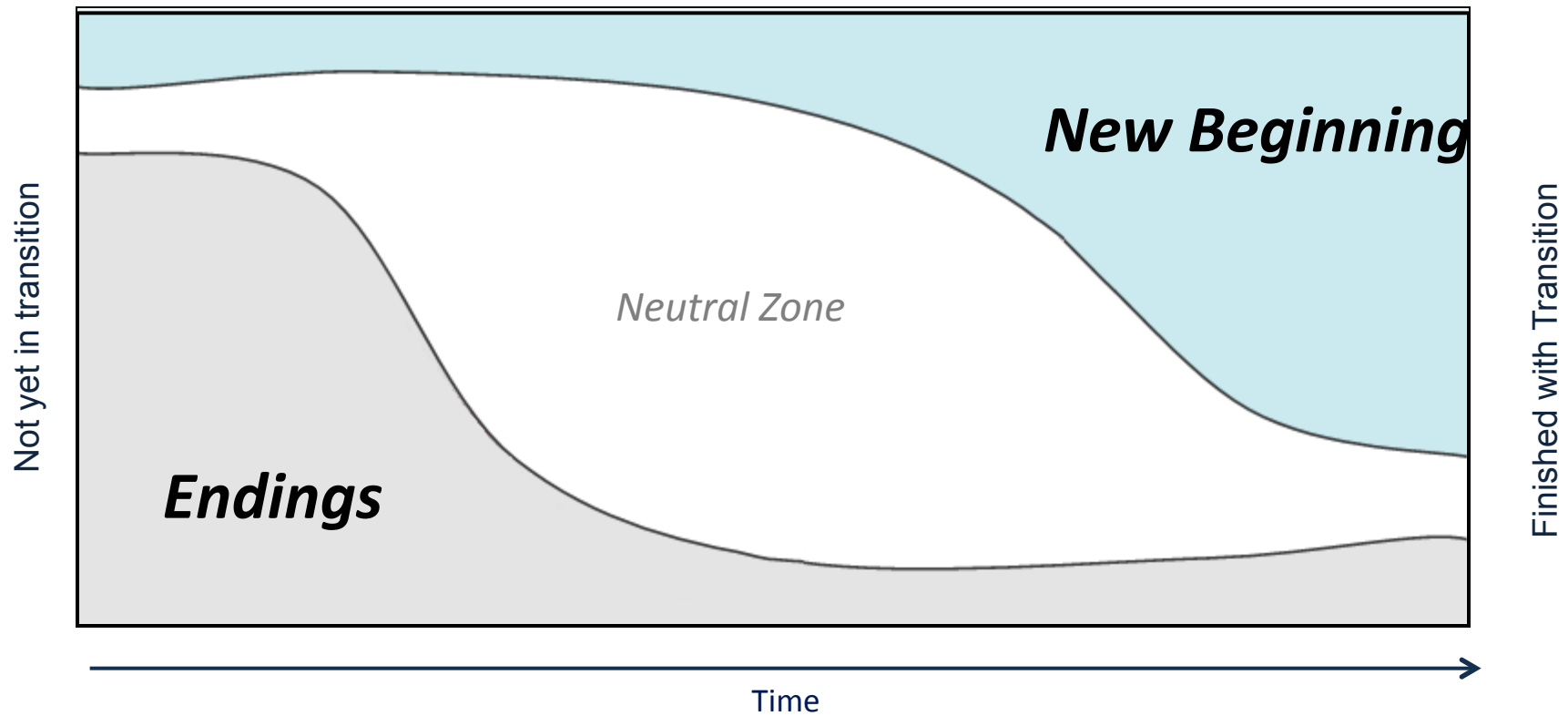
We are created in God's image and we should strive for excellence



**Leader's job is to initiate changes
and help to move people from one
place to another place.**



William Bridges Change Model



“Let my heart be broken by the things that break the heart of God.” –Bob Pierce, World Vision

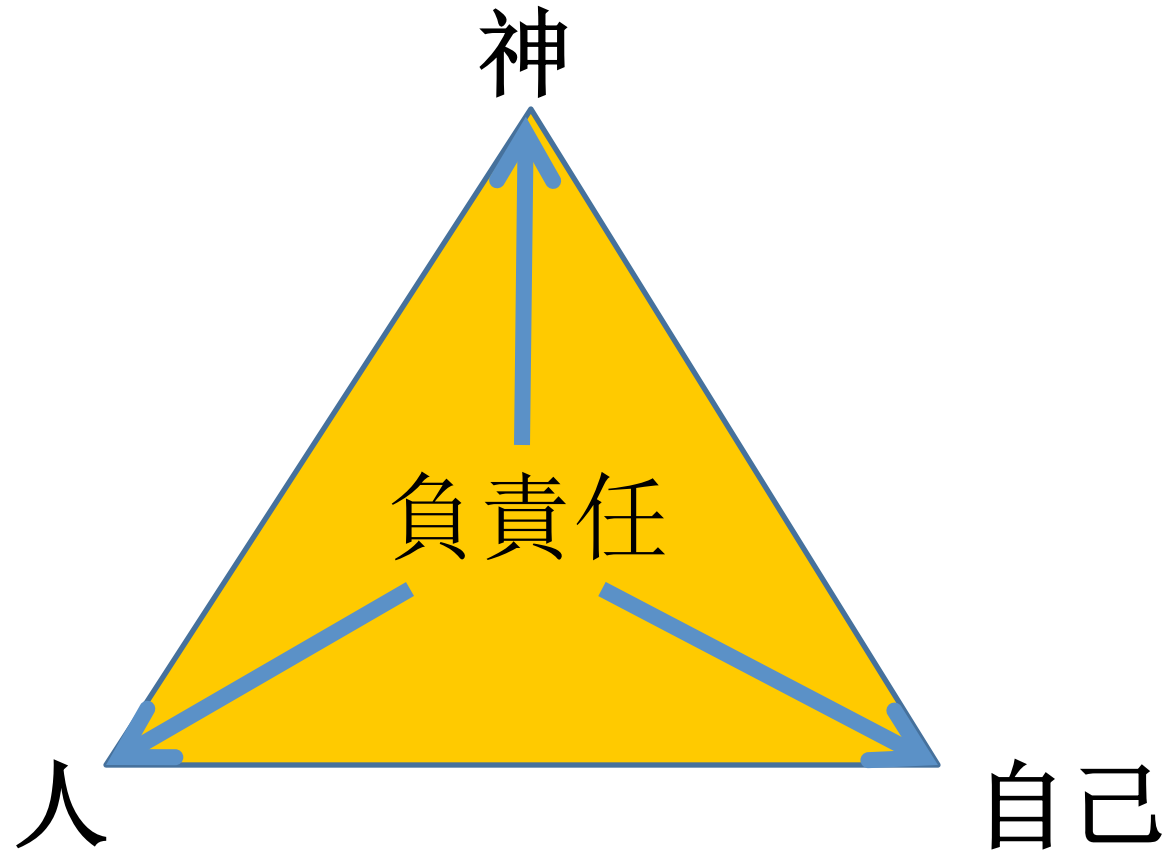
Not to be able to do something that we all think it should be done, it breaks the heart of God.

We call “Holy Discontent”

What are you the right person ?

- 1, The right people don't need to be tightly managed
- 2, The right people are passionate about the **God, church and brothers and sisters**
- 3, The right people understand that they do not have "job --they have responsibilities
- 4, The right people fulfill their commitment to God
- 5, The right people display window- and-Mirror Maturity
- 6, The right people creates "addition "加法"
Instead of "subtraction" 而非減法

負責任的真意義



21世紀的基督徒領袖不再是有過神學訓練，得到神學位與文憑，加上一股熱誠與激情就可以領導管理神的家。

因他所面對的環境，會眾，禾場，傳福音的對象正在發生許多變化，越來越複雜。他需要具備更多知識的層面來應付或作有效的工作。

这些现象在中国教会尤其的突出，原因是西国教会的领袖是在西方文明中潜移默化成长出来，认知管理与领导是基础的科学工具，与现今电脑，高科技产品类似。适当的应用可以更加促进工作的果效。在一般中国教会中的领导是保守的，是采取被动反应型的方式

为什么外国人的教会不论大小，就理解组织结构，个人的责任，目标导向，领导才能与沟通的重要性。因为他们认知到出了这些界限（过头）或者不足都会导致任何组织以及人文严重的问题。当然当组织越来越大时，若没有这些健康的因素来支撑，它显出的问题就更加复杂。



Global Economics

November 24 – November 30, 2014

Can Abe halt Japan's
perpetual recession? 12

China stocks up on oil
while it's cheap 13

DIY drones go to war
in Ukraine 14

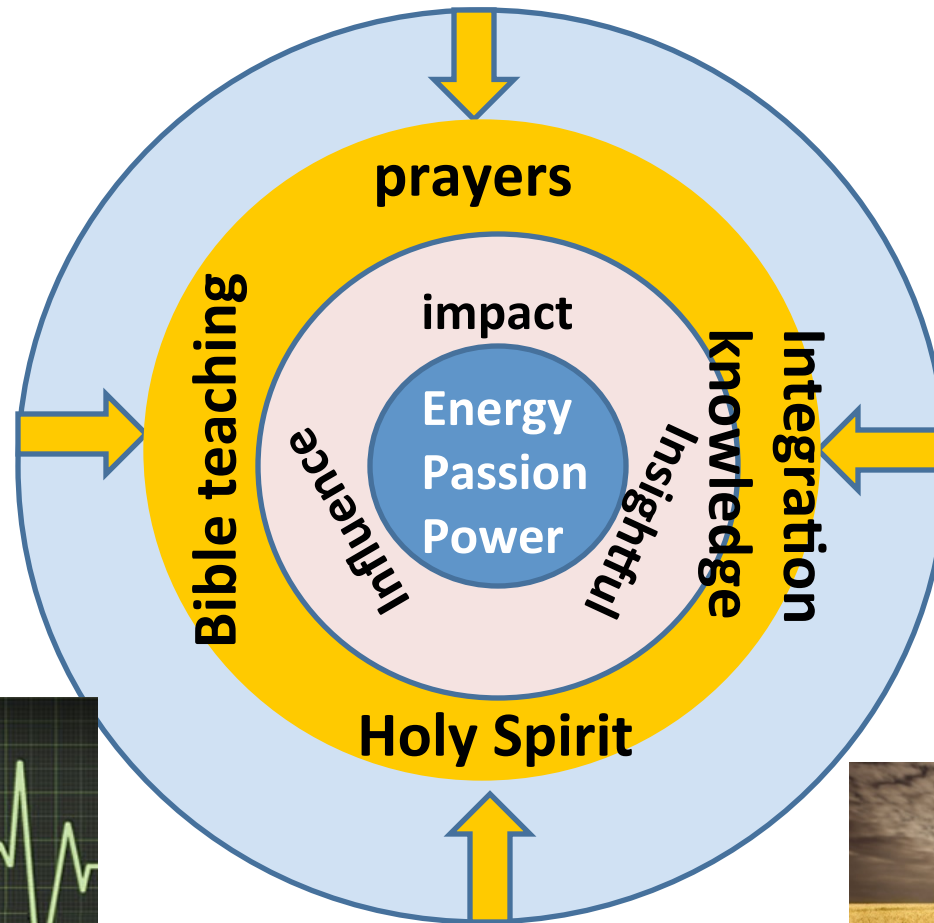


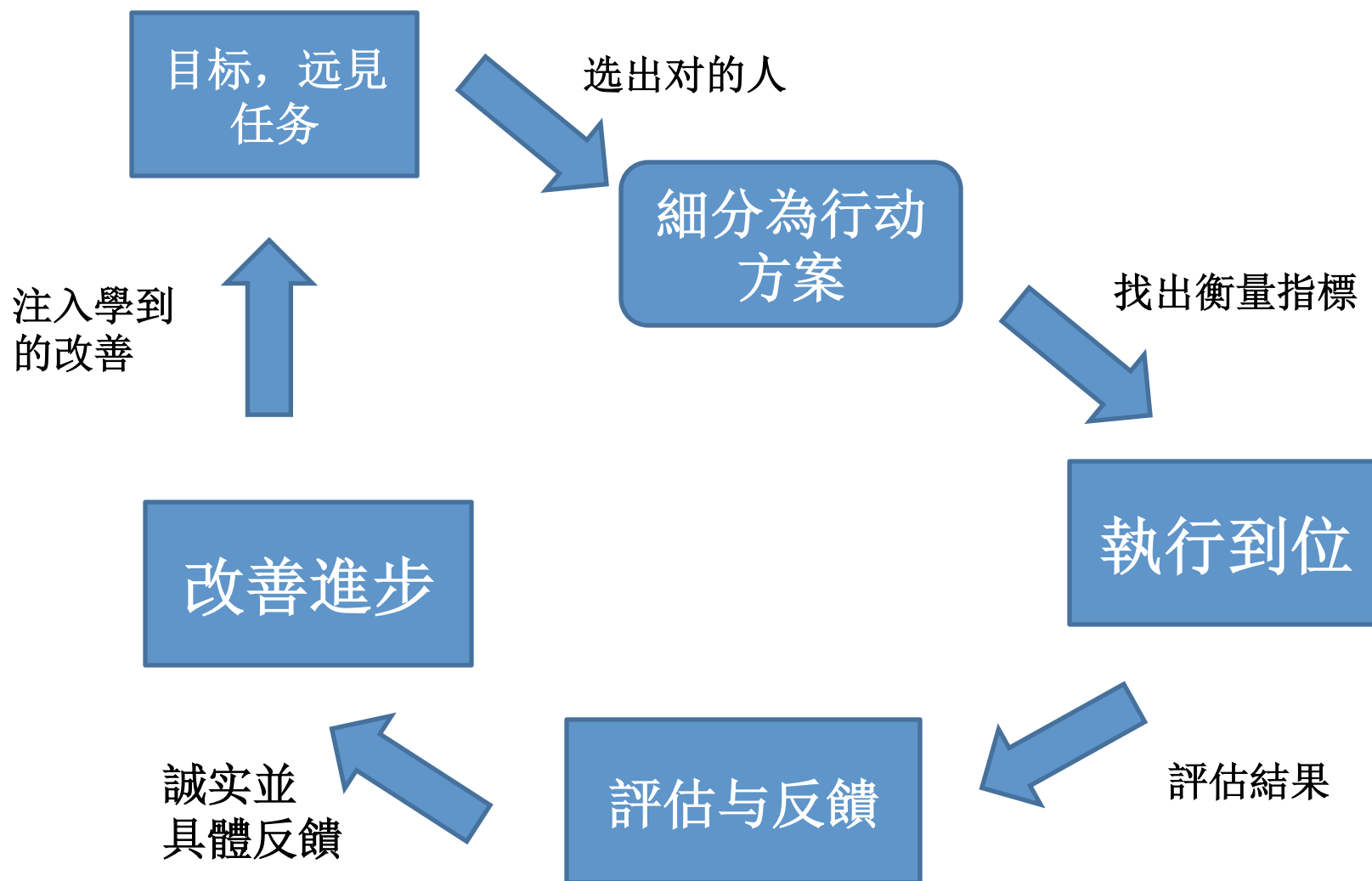
Generation Rich

- ▶ Children born during the Depression never produced a president, but they found prosperity
- ▶ Today's oldest Americans "planned ahead, they were risk-averse ... the system worked for them"

Synergistic-in(**Pull**)

内在协同配合产生巨大拉力





錯誤的衡量指標

學校考試通過率

銷售人員下單率

公安的破案率

醫院利潤

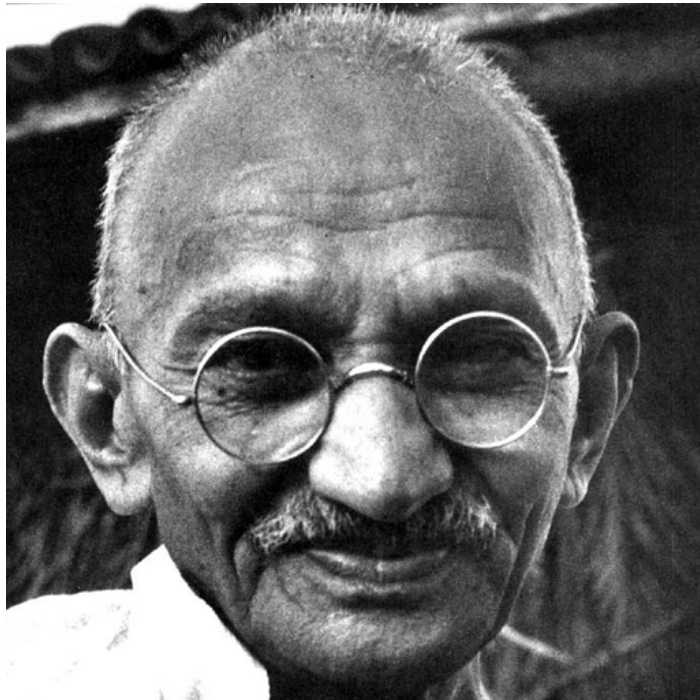
交警罰單量

考駕照管制

Our role in change

“You must be the change you want to see.”

想要世界有所改变，你就必须要以身作则（先改变自己）



Mahatma Gandhi

1869-1948

在教导上必需注重实际运用，才能让弟兄姐妹经历神，才能有生命的改變並潛移默化（Internalized）。藉著生命改变，相互影响。才能在教会事工上如何分辨，与做决策 而不会偏差。

比如：宣教
青島

由于环境正在进行巨大的变化，作为基督徒，在不变的真理下，我们经营管理神的家也需要在方法上作相当的改变。

Reaching Out-**Push** to Great Mission

