

**Leadership from the Inside Out**

■ 2018 “Leadership Summit” learning exchange camp (Pastors Edition)

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The annual “Leadership Summit” learning exchange camp for pastors was held in Hong Kong from the 12-17th of March. Altogether 89 church leaders, hailing from 12 provinces and cities (From the East, North, North East, North West and South West), came to receive training. The summit was a tool to transform and renew the lives of these leaders by helping them take a break from their busy ministries, and focus on the goal of learning together. Faced with the massive need for pastoral care, church leaders in the mainland play many different roles. Besides their role of teaching and pastoring other believers, they often have to be a visitor of the elderly and infirm, administrator and executor, plumber and electrician for the church building, chairperson for weddings and funerals, etc. Time is always short, yet the demands are many. This easily leads to leaders neglecting themselves and their own families, or losing their way, losing focus of their ministry and thus not being able to exercise leadership. They may even become so busy in trying to please everyone else that they burn themselves out and then have to leave the ministry.

The quality of life and the quality of the service of these leaders not only affects the ministry, but also affects their ability to witness through their lives as well. Due to the numerous confusions about leadership roles, and the many frustrations that mainland church leaders face in ministry, the training team decided to organize this year’s summit with the theme of “Leadership from the inside out” in hopes that pastors can be equipped to wield their leadership abilities appropriately, and become good leaders that their church members would follow.

At the summit, various videos were shown to share how to rely on God’s love in the face of adversity and enmity, leaders were encouraged to express their personal qualities, and discussions were had about leadership tips as well as the topic of raising leadership

abilities from a number of angles from the inside out. Moreover, the summit convenors invited teachers to host workshops to help pastors to enter into discussion while leading them through thinking about how to implement what they learned in their ministries.



I had the honor to join in discussion with trainers and participants, which helped me understand what these leaders from the mainland think about their own roles as leaders, and what breakthroughs and changes they were seeking.

### **Raising Leadership: Renewing Inner Life**

Pastor Lin from eastern China, concluding his own ministry experiences as well as his learning from the summit, discovered that a renewed inner life caused his leadership skills to be stronger and more charismatic. He says:

1. **There will always be high tides and low valleys in ministry.** When you have served until you have no more energy, you should stop and renew your strength. Perhaps you haven't yet reached your goals at the time, and are unwilling to let go of the ministry. But you must understand that sharpening one's axe will not drag down the woodcutting. Renewing your strength is the only guarantee that you can move forward and continue leading.

2. **Set a goal that you will develop yourself into a leader whom the people will follow.** Effective leadership is inseparable from the mutual approval of leaders and followers. You must always try to understand the hopes of your followers, and your own expectations towards those who follow you. Fitting the two together requires time and effort. Moreover, personal character, including values and words, will affect how followers view leaders. As your leader is, so often will their followers be. If leaders can be the role models for their followers, then naturally leaders will have exercised their leadership on their followers.

### **Exercising Leadership: Implementing Plans and Action**

Along with renewing their own inner life, leaders who want to effectively exercise their leadership must plan and act accordingly, and avoid empty talking. Pastor He from the North Western region came to know



herself again after a few days at the leadership summit. She asks, “What kind of influence is my life having on those around me? What truly is my vision for my life? What effect has the past I had on the present me? What do I need to pick up, and what do I have to lay down? What is my focus now?”

But pastor He did not remain on the theoretical level of thought, instead proceeding to come up with a plan of action:

1. **Structure good training plans:** in the past, when putting a team together, I had at certain points given training separately to individual members. Reflecting on the experiences of this summit has shown me the inadequacy and imbalance, and this makes me realize the need to review the scope and design of discipleship training.
2. **Developing a culture of respect in the team:** many teams become ineffective or disband because of issues of giving and receiving respect. After this summit, I understood that respect wasn't just a matter of personal character, but is to be a core value of a team. Therefore, time must be spent to ensure that team members understand the importance of respect. We have to understand each team member's characteristics, and recognize their boundaries.
3. **Execute plans for sustainable growth:** the inner and outer health of a leader cannot be overlooked if one is to remain an influential leader for a sustainable period. This can be maintained in a number of ways, for example spending 30 minutes a day in quietness to strengthen the heart of the leader; persevering in a reading and learning how to plan; not struggling alone, instead making use of each team member and resources to manage everything well.

### **Cherish Every Opportunity to Cultivate Leaders**

We thank God for providing for us so that leaders from the mainland can come to receive training in Hong Kong smoothly! The “Leadership Summit” learning exchange camp is an important annual event, and an indispensable training opportunity for leaders from the mainland. Many ministers have marked this event down in their calendars long before its date, longing to be equipped and learn to become able leaders. Our core values for training leaders are: inspire, equip, support!



The religious atmosphere in the mainland is unstable, and its future unclear. It doesn't have a lot of space for this kind of training. Thus we must take advantage of Hong Kong's advantages and cherish every opportunity to make the best use of every training session. Please remember and support CCL, and the many training events, in your prayers!

Finally, we will end with the words of participant Pastor He, "To borrow the question Dr. Otto Lui asked during the summit, 'Where will you be 10 years from now?' I hope that ten years from now we will be someone who 'speaks up for the Lord'; someone who is able to influence the lives of others! We will become charismatic and influential leaders through witness and action that comes "from the inside out." "

Don't hesitate, let us raise one after another charismatic and influential leader in the mainland!

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**Please Support: Mentoring based Leadership Training**

( providing Living Word Bible Teaching, Business as Mission and Six Leadership Essentials )

Serve over 800 church leaders through 44 training and exchanges in mainland and Hong Kong. A target of 164 team coaches, 150 shepherd leaders and 440 disciple makers planned to be established in the upcoming year. 2018 fund required: US\$270,000. Please act now and support "Leadership Training " financially. Thank you!

## Book Giving Plan

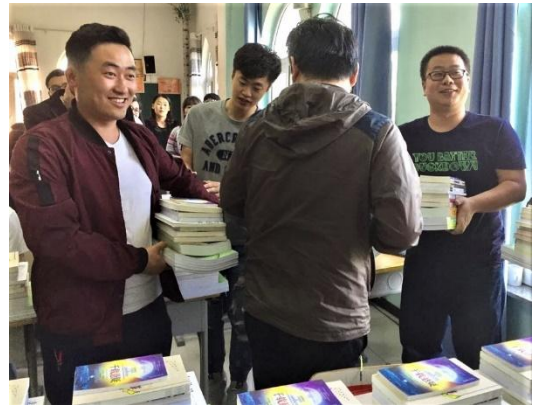
### Pastoral Supplements<sup>1</sup>

#### ■ Practical Aid for Novice Pastors

#### ◎ Matthew Fung

#### Associate General Secretary (Publishing)

In spite of ever-increasing challenges to the book giving plan, in particular in the course of book sanction, transport and production processes, the Lord has opened miraculous doors for us. Since 2012, we have consolidated efforts of donors through the book giving plan, donating 200,000 books to over 10,000 graduates. In past years, we gained significant insight through visits to graduates and support to pastors. We heard new pastors' feedback on how the book giving plan had fittingly helped them to cope with their particular circumstances and pastoral duties. Here are a few cases:



**Initial backup for Pastor A:** “Given the shortage of appropriate church resources in the mainland, this pastor’s package to our group of novice pastors have become the one and only resource in the beginning years of service. In remote and resource-depleted locations, quality pastoral materials such as Bible teaching and preaching tools and references are more pragmatic support than banknotes.”

**A spur to ongoing learning for Pastor B:** “Our church has been short of systematically trained clergies for quite some time. The congregation has heightened expectations for my return after graduation. Somehow my experiences and competence might be insufficient. Opportunities of further education is also rare. However, these books have fueled my continual learning and spiritual growth.”

**Aid to a new workplace for Pastor C:** “Entry into the workplace after commencement requires adaptation to a different church culture and team relationship. The pastor’s package contains useful books on interpersonal relationship and teamwork; they have

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<sup>1</sup> “A good reading habit surely benefits the pastor’s life and work. One who does not read suffers from retarded thinking, empty preaching content, and intoxication on personal life growth, resulting in exhaustion of spirituality and rationale.” – Rev. Wu Chi-wai (General Secretary of Hong Kong Church Renewal Movement)



provided me with good guidelines.”

**Equipping to resist heresies for Pastor D:** “The churches have many uninformed believers. Materials on disciples and leader training, scripture studies as well as theological knowledge, etc., from book giving plan help me to equip the congregation with Biblical truth that protects them from impact of the cults.”



**Strengthening church ministries for Pastor E:** “The majority of the church-goers has not developed a primary, devotional life centered on Bible reading and praying, and never placed faith as the number one priority in their lives. The Be Series Commentary by Warren Wiersbe I received, which provides clear scripture summaries plus lucid, well-structured and insightful expositions, helps me a lot in leading Bible studies for the brothers and sisters.”

## Prayer Needs

Thanks for our Father’s guidance and support of all donors! Through the book giving plan, we have responded to the needs of many novice pastors and their ministry works.

Nevertheless, we still require immensely your prayers and concern for the scheme in view of the arising difficulties. For example, dispatched books could sometimes be confiscated at the border. To achieve a stable supply, catering for great needs of China churches, please pray that we may identify a suitable inland publisher, which can work out an official way to publish books in the Mainland.

Lastly, please also supplicate for our e-books development. Apart from printed editions, e-books are part of the giving plan for graduates and some seminary students who have developed the new reading habit on electronic devices. We wish that new technological platforms are suitably utilized to achieve sharing among the students, on aspects like how reading has transformed their lives, and what feeling and experiences they have gone through upon the call to serve the Lord.

**Please Support 2018 Mainland Seminary Graduates Book Giving Plan**

We plan to support 50 seminaries, Bible schools and training centres in 2018. Each institute has an average 100 graduating students. Each person will receive a “pastor’s package” (Subsidy per pack as US\$64). Total required US\$320,000.

May the merciful Lord urge you to bless all these graduates, and the churches to be served by them, by means of the “pastor’s package”. You are invited to take action without delay -- contribute to the Mainland Seminary Graduate Book Giving Plan 2018.



# Prayers

## 1. Keeping Faith in Difficult Times

In recent months, quite a number of mainland churches have been banned from organizing gatherings especially children's Sunday school. They are not allowed to provide religious education to citizens aged under 18 either. The newly revised Religious Affairs Regulation also bans online sales of the Bible. Under a government structure reform, the



Religious Affairs Bureau is now managed by the United Front Work Department, an organ of the Communist Party's Central Committee. Previously overseen by the State Administration for Press, Publications, Radio, Film and Television, the publishing industry is now under direct control of the Central Propaganda Department. These changes could directly affect training for church leaders and the production of Christian literature.

May the Lord protect Chinese churches, give wisdom to church leaders and Christian publishing units to help them adapt to and break through barriers with strong faith.

## 2. Novice preachers



Due to a lack of resources, mainland theological seminary graduates often struggle with their ministry in the initial years of their service. But like their dumb teacher, "pastor's package" book sets on pastoral care provide useful guide and reference for them.

Despite official book vetting and restrictions on production and delivery, may the Lord open the door for this year's book giving plan aimed at delivering useful books to the preachers in need. May the Lord also move donors to support the US\$320,000 needed for the plan, which will deliver a "pastor's package" (Subsidy per pack as US\$64) to everyone of about 100 graduates each from 50 seminaries.



### 3. Tackling the stockpiling of rubbish

In February 2018, the central government issued a three-year action plan to improve the living environment in rural areas, targeting rubbish pile-ups, rubbish mountains, industrial pollution etc. Besides the unbearable stench of rubbish, it is common to see villagers being swarmed by flies, and massive accumulation of a large variety of waste from plastics and chemical products to construction waste dumped there in secret. But there is no single government department taking responsibility for tackling the issue.



May the Lord lead the relevant government department, factory owners and villagers in working together to tackle the issue, to properly handle waste. May the Lord protect villagers' health and keep them from infectious diseases.

### 4. Sports for “left-behind children”



Children left behind by their parents who have gone to work in the cities are prone to feeling lonely and being used by unscrupulous individuals. A teacher of a school in the Liangtingao town in Hunan province, in which 70 percent of its students are “left-behind children”, has set up a basketball team which achieved top scores in nationwide contests. The village has a population of 18,000, of which 6,000 people are working elsewhere all year round. The basketball team players, however, have developed happiness and self-confidence through the sport and the team. Some have also been admitted by good schools because of their athletic achievement.

May the Lord inspire more schools with “left-behind children” to build up their confidence and hope through sports. May the Lord also send more people, including sports teachers and resourceful individuals, to tend to the needs of these children.

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