



Above all else, guard your heart,



for everything you do flows from it. (Proverbs 4:23)

Leading from the Heart, Living Out the Calling
—Dedicated to Our Companions

Authors of Six Leadership Essentials

Dr. Otto Lui

The current Associate General Secretary (Training) and Holy Land tour speaker of CCL, President of CCLDI, Lecturer of Practical Theology at Bethel Bible Seminary and Langham Scholar. Dr. Lui finished his Master of Divinity at Lutheran Theological Seminary while working full time; afterwards he completed a Ph. D in Intercultural Studies at Fuller Theological Seminary, specializing in leadership.



From my Heart: Over the course of many years in the past, I have joined numerous leadership training programs. Speaking to church workers, I discovered that their needs have not been met. In serving faithfully and diligently, they have often neglected personal and family needs in the process, and so they have felt lonely on the path of service. They need to learn how to manage a church and create strategies for development. In the past, trainings rarely touched on these areas. Hence, I want to integrate the last 45 years of experience that CCL has in leadership training in order to explore the contents of church leadership from a more comprehensive perspective.

Dr. Lau Chung Ming

Currently a Professor in the Department of Management of The Chinese University of Hong Kong. His teaching interests are strategic management and organizational behavior. He is also the Director at the Centre for the Study of Religion and Chinese Society, Chung Chi College. Dr. Lau is a member of EFCC Yan Fook Church, serving in Maonshan branch Church as group leader and

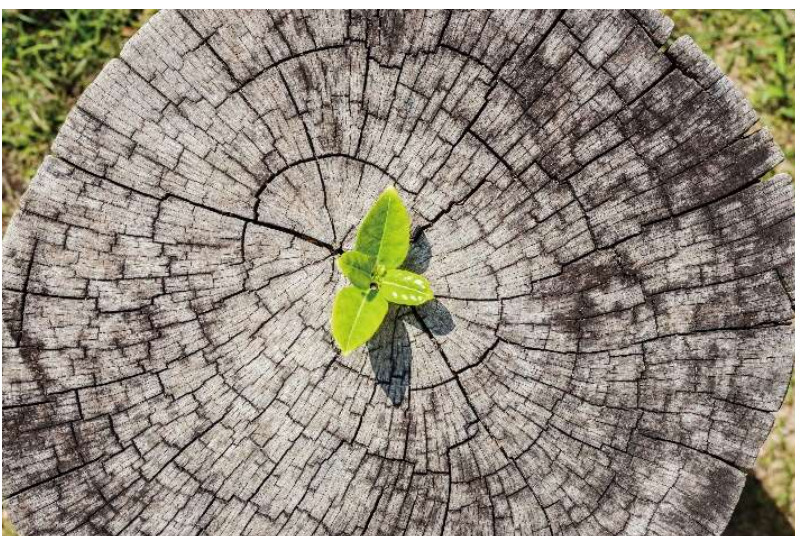


committee member. Dr. Lau is the Chairman of the board of CCL and CCLDI, and a board member of the China Graduate School of Theology.

From my heart: When I see some pastors, deacons and elders being unable to shepherd and lead the congregation effectively due to the lack of management and leadership training, I find it a great pity. Hence, I am more willing to take up management training as my vocation in hopes of bringing more blessings to Chinese churches. This book starts with a personal response to God's will. After handling personal character, thought and techniques, it continues on to sustaining energy within leadership and the continuation of the team. This is just what mainland pastors need today. To shepherd the church effectively, the next generation of pastors need a holistic concept and method in leadership, along with solid biblical principles to face today's complex and changing environment.

The Risks and Opportunities in Leadership

The church expects its leaders to be well-versed in Scripture and empowered in prayer. They should be good at providing loving counselling but never soft on discipline. They should control the expenses effectively while being a masterful fundraiser. They also have to be confident leaders! With societal developments, Christians no longer care for church leaders who are moral but incompetent. Nobody believes that a "good person" is necessarily a good leader, and sometimes, it is even believed that a "good person" generally has no leadership abilities.



Leaders must be called and elected by God, and they must possess the necessary qualities and character. Nevertheless, holistic spiritual leadership training cannot be neglected. Chinese churches have neglected research in leadership, hence it follows that it is hard to cultivate leaders who are suited to the church environment. Even though we face this crisis in

leadership, this is a good starting point to explore how to cultivate spiritual leadership so that our leaders can wield their influence and face different challenges.

Common Problems in Leadership

Going alone: leaders who accept pastoral work find that they have overexerted their energies and feel lonely and helpless. Even the most capable subordinates cannot accomplish certain tasks, which leaders in turn must handle on their own. Without enough resources to hire a colleague, they must accept the extra workload over a long period of time.

Communication difficulties: When people who have extraordinary abilities in work and ministry come together, the results may not necessarily be $1+1=2$ or >2 . One reason for this is problems in communication. Communication difficulties may lead to mistrust and conflicts. It can also lead to complexities in workflow and lowered efficiency.

Splits and divisions: The church often hears news of divisions. Often, this has to do with differing opinions among leaders. When the conflicts are not resolved, it leads to a split.

Complacency: An experienced leader can be a treasured asset, but he can also be a liability. The difference is whether he seeks to change and improve, or whether he remains complacent. The truth is eternal, but applying the truth of the Bible and the principles of faith requires new and different strategies in each age and each culture.

Practicing “Six Leadership Essentials”

In the process of cultivating leaders, personal growth and renewal must not be neglected. With comments from experienced pastors and academics, we made a summary of “Six Leadership Essentials”. These are the six aspects of cultivating leaders, and the integration of last 45 years of experience that CCL has in serving church leaders:

Identifying Your Calling
Characters Building
Team Collaboration
Leadership Strategy
Personal Sustainability
Leadership Succession



“Six Leadership Essentials” are not the six steps or procedures of becoming a leader, and they are not a formula for success. Rather, they are the cornerstones of leadership. Not a single one of them can be missing. The correct precept is to be able to know the six concepts thoroughly and use them flexibly in one’s own context.

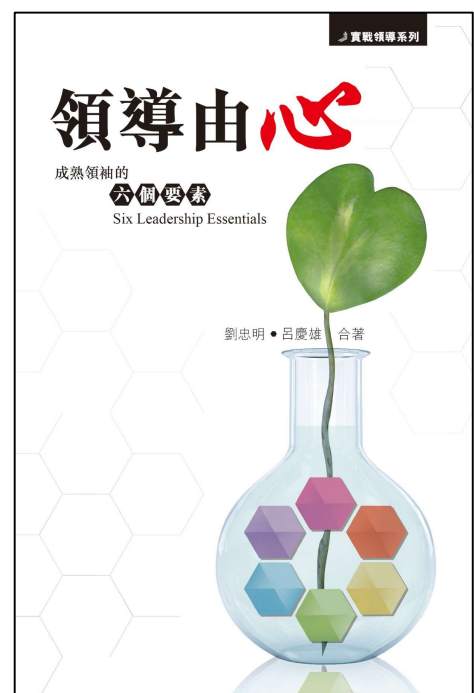
Leaders and Leadership

Leadership is a process in which leaders lead followers in developing towards the same goal in order to accomplish a mission. **Spiritual leadership** means to use the resources that God has prepared (gifts, abilities, materials and opportunities) to lead people to know of God and to know Him more deeply. It means to use our spiritual influence and gifts in living out the mission of the Kingdom. **Witnessing** is to lead other people to know God. **Discipleship training** is bringing up believers to live as disciples. **Leadership training** is to grow disciples into mentors.

This book will discuss different concepts in each aspect of the “Six Leadership essentials” in sequence. It integrates management and leadership theory along with the examples from the Scripture and real life, as a way of reflecting on how to concretely and holistically raise leadership ability. The Chinese title of the book is “領導由心” (meaning “leading from the heart”), reflecting our belief that “Above all else, guard your heart, for everything you do flows from it.” (Proverbs 4:23)

Whether a leader is decent or poor, or whether they can sustainably wield influence, depends on their heart. Leadership training must come from the heart. How a person’s life is, means how his performance and influence will be. As a Christian, whether you take the responsibility of leadership, or whether you are just someone who wields the influence of “an ordinary person” among friends and neighbors, as your heart is, so shall your influence be. To put it simply, this book points out that Christians must exert influence inside and outside of the church as God calls them to. Christian leaders are to act as guides, leading others to know God and to know Him deeply. Leadership is thus a process of guidance.

(This article is an abstract from introduction of the CCL 45th Anniversary book: *Six Leadership Essentials*)



Support for Publishing Costs

“Both authors are able to maneuver deftly in the three-dimensional space intersecting wisdom, faith and experience. They explore deep ideas in accessible writing. They clearly explain that a mature leader displays a heart of humility, self-reflection, careful discernment and wisdom on the path to growth.” Excerpt from an endorsement of *Six Leadership Essentials*, by Dr. Stephen Lee, President of China Graduate School of Theology

4,000 graduates of mainland seminaries will enter pastoral ministry in the mainland. In all their struggles, *Six Leadership Essentials* is their portable companion, echoing the experiences of the journey of growth. We invite you to help in raising US\$15,400, in order to help train 4,000 graduates towards maturity. If you feel moved to make an offering, please contact us for details, thank you.

Who Will Make the Decision?

– Exchange Tours on How to Establish a Healthy Church

Yin Qing

A lack of pastors in mainland churches with flocks rising in numbers brings about many pastoral issues. Overseeing a sizeable church presents the church leaders with a lot of pressure. Very often, there are incessant discussions but nobody would be in a position to make the final decision. It is a fact that mainland pastors and church leaders generally have only a minimal church administrative know-how. What can be done?



The experiences of Hong Kong churches can be useful references for their mainland counterparts. CCL has started to act as a channel of experience-sharing. In January, 33 pastors and elders from East China, representing over 40 churches, met with Hong Kong churches to exchange ideas of church management.

Questions mostly asked by mainland leaders in the exchanges were:

1. Who should be the final decision maker in the church: the pastor, deacon or elder?
2. Who may ordain the pastors? How should the salary levels be fixed?
3. How do we campaign small group shepherding?
4. Could a couple serve in the same church if both are pastors / pastoral staff?

After visiting a number of local churches, we lined up a senior pastor to share with them the subject of “Relationship between a Pastor’s Self-Management and Church Management”, which provided exhortation to the leaders to nurture personal spirituality and to lead by example. Aside from this, through group discussions held under the mentoring of an academic who has professional knowledge in management, the participants attempted to select, among various church management models, a way most suitable to their own churches. They reviewed how to apply the models or take them as references.

The mentor has commented that: “The exchange was an introduction to elementary church administration. Mainland leaders for the time being pay more attention on methods (how-to) and tackling imminent issues, less on a holistic perspective (for what).” It is believed that these pastors and leaders have yet to receive more relevant training and acquire supporting companions, before they may establish an effective management system in their churches. If it can be achieved, it will be a blessing to their congregation and even the surrounding community.



Mainland Leaders Coming to Hong Kong for Exchanges and Learning

From 2010 to 2015, CCL has organized 6 exchange activities for mainland churches, gathering 115 pastoral staff from Northeast China, North China, East China, Northwest China and South Central China. The activities included church visits, participation in “The Global Leadership Summit”, “Building a Family of True Love” seminar and leadership training / retreat, etc.

In 2016, we plan to hold: 1 leadership training, 3 “Living Word” Bible camps and 2 times the

Christian Education Professional Certificate Course. The events will require a funding of US\$115,000 in total. If you are touched by the Lord to show support through your offerings, please contact us for details, thank you.

Prayers

1. Pray for Rev. Joseph Gu and Churches in Zhejiang Province

Rev. Joseph Gu, who had been arrested earlier for opposing the forced removal of crosses from churches, was released after the Easter holidays. Although he remains under surveillance, we are grateful for his reunion with his wife. While the removal of crosses from churches in Zhejiang Province has been going on for some time, it remains uncertain what will happen in the future, how churches should react and how ministries should be continued.



Thank the God for hearing our prayers, letting Rev. Gu be reunited with his wife. May the Lord bless his health and continue guiding him. May He also bless the development of churches in Zhejiang. We deeply believe that God is in control of history. The future is in His hands. He will certainly lead the way.

2. Indulgence in Speculative Activity

Stock speculation is a common activity among mainlanders. Many view the stock market as a big casino. Individuals and enterprises try to reap gains without putting in effort.

May the Lord keep mainland believers from being speculative but instead help those in the business sector to raise capital through the stock market, expand their business to bring benefits to the community and glorify God.



3. The Needs of Resources for Seminaries

Regional training centers in various parts of China vary largely in standards. Their graduates, however, need to cope with vast pastoral needs in cities, towns, villages and ethnic minority regions.

May the Lord provide for the needs of seminaries and training centers by offering them books on leadership and church management, besides discipleship training and Bible teaching materials.



4. The Needs of Training in Mainland

In the wake of the forced removal of crosses from church buildings, mainland churches are facing restrictions in their activities, for example in holding Sunday school, trainings, inviting Hong Kong and overseas co-workers to lead activities, etc.



May the Lord strengthen the mainland churches' faith to facilitate Bible teaching under limitations. May He also help Hong Kong churches and organizations make good use of the training opportunities for mainland pastors.

~ THE END ~