

Chinese Baptist Church of Orange County

Vision Casting Day:

教會異象分享日

Biblical Church Leadership

Eldership

聖經的教會長老領導地位

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# Disclosure 披露

**Luke 22:26** *Instead, the greatest among you should be like the youngest, and the one who rules like the one who serves (deacon).*

“耶穌說、但你們不可這樣。你們裏頭為大的、倒要像年幼的  
· 為首領的、倒要像服事人的。 - 路加福音22:26

**1 Tim. 3:1** *Here is a trustworthy saying: if anyone sets his heart on being an overseer, he desires a noble task.*

“人若想要得監督的職分、就是羨慕善工。這話是可信的。” -  
提摩太前書 3:1

What kind of leadership should a healthy church have?  
一個健康的教會有什麼樣的領導？

## What kind of leadership should a healthy church have? 一個健康的教會有什麼樣的領導？

- ✓ A leadership structure based on examples, models and teaching found in the Bible, the Word of God.  
一個領導結構是基於聖經-神的話的教導和聖經中找到的例子,典範.

**2 Tim. 3:16** *All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness,*  
“聖經都是神所默示的、於教訓、督責、使人歸正、教導人學義、都是有益的。”-提摩太後書3:16

**1 Tim. 3:14-15** *“Although I hope to come to you soon, I am writing you these instruction so that, if I am delayed, you will know how people ought to conduct themselves in God’s household, which is the church of the living God, the pillar and foundation of the truth.*  
“我指望快到你那裏去、所以先將這些事寫給你。倘若我耽延日久、你也可以知道在神的家中當怎樣行。這家就是永生神的教會、真理的柱石和根基。”-提摩太前書3:14-15

## What kind of leadership does a healthy church have? 一個健康的教會有什麼樣的領導？

- ✓ A leadership structure based on examples, models and teaching found in the Bible, the Word of God.  
一個領導結構是基於聖經-神的話的教導和聖經中找到的例子,典範.
- ✓ Church members who positively respond to and willingly come under the leadership of these leaders (Heb. 13:17)  
教會成員積極回應並願意順服這些領導人的領導(希伯來書 13:17)

**Hebrews 13:17** *Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.*

你們要聽從那些領導你們的人，也要順服他們；因為他們為你們的靈魂警醒，好像要交帳的人一樣。你們要使他們交帳的時候快快樂樂，不至於歎息；如果他們歎息，對你們就沒有好處了。



# VISION CASTING – Biblical Church Leadership

## 異象分享 - 聖經中的教會領導地位

### I. The Structure of Church Leadership in the Bible

聖經中的教會領導結構

### II. Leadership perspective from the Leaders

從長老來的領導觀點

### III. Properly responding to leadership from the Members

從會員來的適當回應

### IV. Challenges in application for CBCOC

對CBCOC應用中的挑戰

# I. The Structure of Church Leadership in the Bible

## 聖經中的教會領導結構

What kind of leadership structure should a healthy church have?  
一個健康的教會有什麼樣的領導結構？

1. Led by Elders      由長老領導
2. Served by Deacons      由執事服務
3. Final authority of the whole Congregation  
(Congregationalism)      整個會眾的最終權威(公理)

A strong and healthy church must have  
一個強壯而健康的教會必須有

- ✓ A plurality of elders (Acts 11:30; James 5:14; Acts 21:17-18)  
多個長老 (使徒行傳11:30; 雅各書5:14; 使徒行傳21:17-18)
- ✓ Ordained/Provided by the Holy Spirit (Acts 20:28) and Jesus  
(Eph. 4:11-13)  
任命/由聖靈 和耶穌 提供 (使徒行傳20:28; 以弗所書4:11-13)

# A strong and healthy church must have elders 一個強壯而健康的教會必須有長老團

- ✓ With high spiritual qualifications (1 Tim. 3:1-12; Titus 1:5-9)  
有優秀的的靈性(提前3:1-12; 提多書1:5-9)
- ✓ Appointed in each church (Acts 14:23)  
由每個教會任命 (使徒行傳14:23)
- ✓ Committed to the Lord with prayer and fasting (Acts 14:23)  
透過禱告和禁食委身於主耶穌(使徒行傳14:23)

*Acts 14:23 Paul and Barnabas appointed elders for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust.*

兩人在各教會為他們指派了長老；禁食祈禱之後，就把他們交託給所信的主。

## Qualifications of Elders:

## 長老的資格

Important requirements (1 Tim. 3; Titus 1):

重要的要求(提摩太前書3; 提多書1)

1. Above reproach, blameless 必須無可指責
2. Devoted to one wife 只作一個婦人的丈夫
3. Able to manage his family 好好管理自己的家
4. Not a new convert 不是初入教的

## Qualifications of Elders: 長老的資格

Important requirements (1 Tim. 3; Titus 1):

重要的要求(提摩太前書3; 提多書1)

5. Hospitable, respected 好客，受尊重

6. Temperate, self-controlled 有節制，自律

7. Gentle, not quarrelsome 溫和、不爭競

8. Able to teach 善於教導

THE FRUIT OF THE HOLY SPIRIT

PEACE LOVE JOY

LOVE

JOY

FAITHFULNESS

PATIENCE GENTLENESS

GENEROSITY KINDNESS

SELF-CONTROL

Gal.5:22-23



## Functions of an elder 長老的功能

1. Be shepherds of the church of God. (Acts 20:28. 1 Peter 5:1-3)  
是神教會的牧人 (使徒行傳20:28; 彼得前書5:1-3)
2. Protect the sheep. 保護羊 (Acts 20:29)
3. Guard the Truth/Word 守衛真理/道 (Acts 20:30)

*Acts 20:28-30 Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood. I know that after I leave, savage wolves will come in among you and will not spare the flock. Even from your own number men will arise and distort the truth in order to draw away disciples after them.*

聖靈既然立你們為全群的監督，牧養 神用自己的血所贖來的教會，你們就應當為自己謹慎，也為全群謹慎。我知道在我離開之後，必有兇暴的豺狼進入你們中間，不顧惜羊群。你們自己中間也必有人起來，講些歪曲悖謬的話，引誘門徒跟從他們。

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4. Oversee but not “lord” over (1 Peter 5:1-3)  
監督 不是轄制 (彼得前書5:1-3)
5. Be an example (1 Tim. 4:11-14)  
作信徒的榜樣 (提前4:11-14)

1 Peter 5:1-4 To the elders [presbuterous] among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: Be shepherds [poimante] of God's flock that is under your care, serving as overseers [episkopountes]—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

我這同作長老，也是為基督受苦作見證，又是同享將來所要顯現的榮耀的，勸你們當中作長老的：**2** 務要牧養在你們中間的神的羊群，按著神的旨意看顧他們。不是出於勉強，而是出於甘心；不是因為貪財，而是出於熱誠；**3** 也不是要轄制託付你們的羊群，而是作他們的榜樣。**4** 到了牧長顯現的時候，你們必定得著那永不衰殘的榮耀冠冕。

# Functions of an elder 長老的功能

6. Teach and Preach. “Ministry of the word” (Acts 6:4)

專心以祈禱傳道為事 (使徒行傳6:4)

7. Train and prepare (Eph. 4:11-13)

培訓和預備 (以弗所書4:11-13)

8. Build up the body of Christ (Eph. 4:11-13)

建立基督的身體(以弗所書4:11-13)

9. Discipline wayward sheep. 警誡群羊

10. Ministry of Prayer (Acts 6:4)

專心以祈禱傳道為事 (使徒行傳6:4)

## Elders have:

1. Authority to oversee and direct (1 Tim. 5:17-18; Heb.13:17)  
監督和指導的權力(提摩太前書5:17-18)
2. The Gift of shepherding (1 Tim. 4:14)  
牧羊的恩賜 (提摩太前書4:14)
3. To be accountable to God for their sheep (Heb. 13:17)  
要為他們的羊負責 (希伯來書13:17)

## Deacons 執事

1. To provide for the material and the practical needs of the church, thus freeing the overseers of the church to attend to prayer and the ministry of the Word. Acts 6:1-6  
提供教會物質的和實際的需要，從而釋放教會的監督員參加禱告和聖言的事工。
2. Chosen primarily because of their love for God and the people, not just because they are administratively capable.  
被選不僅是因為他們在行政上有能力，主要是因為他們愛上帝和愛人。

## Qualifications of Deacons (Acts 6:3; 1 Tim. 3:8-12).

執事的資格 (使徒行傳6:3; 提摩太前書3:8-12)

1. Full of the Spirit and of wisdom (Acts 6:3)  
被聖靈充滿 (使徒行傳6:3)
2. Worthy of respect 值得尊重
3. Sincere, not double-tongued 真誠, 不一口兩舌
4. Not indulging in much wine. 不好喝酒
5. Not pursuing dishonest gain. 不貪不義之財



## Qualifications of Deacons (Acts 6:3; 1 Tim. 3:8-12).

執事的資格 (使徒行傳6:3; 提摩太前書3:8-12)

6. Keep hold of the deep truths of the faith with a clear conscience. 固守真道的奧秘, 存清潔的良心
7. First be tested 先受試驗
8. Husband of but one wife 只要作一個婦人的丈夫
9. Manages his children and his household well  
好好管理 自己的家、使兒女凡事端莊順服

# How do members relate to the elders?

## 會員與長老的關係

1. Respect (1 Thess. 5:12-13)

敬重 (帖前5:12-13)

2. Honor (1 Tim. 5:17-18)

格外尊重 (帖前5:17-18)

3. Accept oversight (1 Thess. 5:12-13 “over you”)

接受監督 (帖前5:12-13)

How do members relate to the elders? 會員與長老的關係

4. Accept and imitate their example (Heb. 13:7)

接受和模仿他們的榜樣 (希伯來書13:17)

5. Obey (Acts 16:4; Hebrews 13:17).

Disobedience → a burden → no advantage.

順服 (使徒行傳 16:4; 希伯來書13:17).

不順服 → 負擔 → 沒有好處

6. Submit to their authority (Heb. 13:17)

順服他們的權柄 (希伯來書13:17)

## Congregationalism 會眾主義

1. A local congregation of believers can govern themselves (under the lordship of Christ) and act independently of any outside hierarchical structures (such as a religious denomination). 一個地方會眾的信徒可以自治(在基督的領導下)獨立於任何外部分層結構(例如宗教名稱)
2. The final decision/authority on some matters rests not with the elders but with the congregation as a whole. 關於某些事項的而最後決定/權不在於長老，在於會眾整體。

## Biblical Examples of Congregationalism. 會眾主義在聖經中的例證

1. Peter involved the assembly of all believers in choosing Judas's successor in Acts 1. 彼得參與了信徒們的選舉，選出猶大的繼承人-使徒行傳1
2. Jesus gives the proper steps for dealing with a believers who sins. Final step "tell it to the church" (Matt. 18:17) 耶穌給予正確的步驟來處理一個犯罪的信徒. 最後一步 "告訴教會" - 馬太福音18:17
3. Paul in 1 Cor. 5:2-4 gave the command for an unrepentant man, "Shouldn't you ...have put out of your fellowship the man who did this?" 保羅在哥林多前書5:2-4, 給了一個不悔改人的命令 "你們還是自高自大、並不哀痛、把行這事的人從你們中間趕出去。"
4. Paul's letters were always addressed to the entire congregation. 保羅的信總是寫給整個會眾的。
5. Jerusalem council Acts 15. "The whole assembly" listened to Barnabas, Paul report then accepted James' recommendation.

## Current CBCOC structure: 目前教會的結構

1. Elders (Pastors and Lay Elders) 長老(牧師&長老)
2. Ministers 傳道
3. Deacons: Caring and administrative 執事: 關懷和行政
4. Administrator 管理員
5. Church Secretary 教會秘書
6. Departments (Sunday School, WMU, Brotherhood)  
部門 (主日學校, 婦女傳道會, 弟兄會)
7. Committees 委員會

## Distinctives of our system: 我們系統的特點

1. Important decisions made by the congregation: Budget, Calling and dismissal of Pastors, approving leaders and workers.  
會眾做出的重要決定：預算，召喚和解僱牧師，批准領導和工人。
2. Elders = Lay + Staff. 長老 = 帶職+員工
3. Deacons = Caring and Administrative.  
執事= 關懷和行政
4. Deaconess 女執事
5. Elders challenging the deacons to step up to be elder candidates.  
長老挑戰執事，加緊做長老候選人
6. Rotations and 'term limits' 輪流和“期限
7. Others.....

# Challenges for reaching the Biblical model of elder-deacon-congregational in CBCOC:

## 挑戰CBCOC達到聖經模式的長老-執事-會眾

1. Elder system relatively new 比較新的長老系統
2. All lay elders are 'green' (inexperienced)  
所有的長老都是“綠色”（沒有經驗的）
3. Previous deacon ministry mostly in caring , with administrative duties mainly by the pastors, committees and departments.  
以前的教會 執事主要在關懷, 行政職務主要由牧師, 委員會和部門負責
4. Potential confusion between the roles of elder and deacons with some overlap.  
潛在的混亂在長老和執事之間的角色和一些重疊作用



Challenges for reaching the Biblical model of elder-deacon-congregational leadership in CBCOC:

挑戰CBCOC達到聖經模式的長老-執事-會眾

5. Members with no previous experience of this model.

會員沒有這種以前模式經驗

6. Members who do not accept this model. 會員不接受这个模式

7. Members who have high expectations for the new structure

會員對新結構有很高的期望

8. Difficulty in finding members to take on the offices of elders

and deacons 难以找到會員担负长老和执事的工作

9. Diversity of cultures within the church 教會內的文化多樣性

10. Others 其他 ...

## Questions for group discussion:

1. What are the challenges for reaching the Biblical model of elder-deacon-congregational leadership in CBCOC? Can you think of other challenges not listed?
2. In the Biblical model of church organization, how would you reconcile the potential conflict between the ideas of Elder Leadership and Congregational Governance?
3. What are some causes of the reluctance of Spirit-gifted members to step up to become deacons and elders? How do we overcome these hindrances?
4. Any other particular challenges relating to leadership that is unique to your congregation? How are we to overcome these?