

## **A Call to Excellence**

追求「卓越」

### **A Policy of The Christian and Missionary Alliance in Canada**

加拿大宣道會之政策

As a spiritual leader in the church, I am called to Kingdom excellence in my life and ministry. 作為教會的屬靈領袖，我的呼召是要在生活 and 事奉上，追求神國眼中的卓越。I recognize that this is not possible in my own strength but must be a by-product of the indwelling Spirit of the living God. 我明白到，憑自己的能力去追求這「卓越」是不可能的。所以，我必須靠著永生神聖靈的同在去實踐這呼召。It is in union with Christ that I am sanctified thoroughly; 通過與基督的聯合，我被分別為聖了，並脫離了罪和世界。thereby, being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission. 因此，我全心全意地獻上自己給上帝，我獲得了能力去過著聖潔、為人犧牲、和有效服侍人的生活。這一切都是為了完成基督賜給我的使命。This is accomplished through being filled with the Holy Spirit, which is both a distinct event and a progressive experience in the life of the believer (1 Thessalonians 5:23; Acts 1:8; Romans 12:1, 2; Galatians 5:16-25). 這呼召是靠著聖靈的充滿來實踐的，這是信徒長達一生且獨有的經歷（帖撒羅尼迦前書 5:23；使徒行傳 1：8；羅馬書 12：1, 2；加拉太書 5:16 -25）。

Believing this to be true, I dedicate myself to conduct my ministry in the power of the Holy Spirit according to the biblical principles and ethical guidelines set forth in this code of ethics, in order that my ministry be acceptable to God, my service beneficial to the Christian community, and my life a witness to the world. 同意以上所述，我會奉獻自己去作神的事工。按照聖經教導的原則和道德準則，我靠著聖靈的力量行事，使我的事工為上帝所接受的、使我的服務能為基督徒社群帶來益處、使我的生命能在世界裡作上帝的見證。I recognize that the following standards are designed to preserve the dignity, maintain the discipline, and promote the integrity of my calling as a pastor and to be a sign of the coming Kingdom of God. 我亦明白，此文件列出之標準和規則乃旨在維護尊嚴權利、確保個人紀律、並堅守我作為牧師的呼召和應有的真誠，並努力成為神國即將來臨的見證。

### **Code of Ethics for Official Workers**

任職員工的道德守則

### **of The Christian and Missionary Alliance in Canada**

加拿大宣道會

Biblical principles and ethical guidelines that are pertinent to the life and ministry of leaders include: 領袖們應有生活和事奉之聖經原則與道德準則，包括：

1. **Christlikeness principle** 活出基督原則 - As representatives of Jesus Christ, C&MA official workers are to demonstrate a commitment and lifestyle that models the life of Christ in holiness, grace, compassion, and liberty (1 Corinthians 11:1; 1 Peter 2:21). 作為耶穌基督的見證和代表，C&MA 的任職員工應表現出一種畏身奉獻的生活方式，以聖潔、恩典、憐憫、去為基督作美好的見證 (哥林多前書 11:1；彼得前書 2:21)。
2. **Relationship principle** 關係原則 - Our Father in heaven is intensely relational. He invites His followers to walk with Him and know Him as "sons and daughters". 我們天上的父渴望與我們建立親密的關係，祂邀請門徒與祂同行，以「兒子和女兒」的身份與祂相交。 He



also calls them to the highest of standards in their personal relationships with self, others, and the rest of creation. 祂還呼召他們要維持與自己、他人、和其他創造物一個最高標準的關係。 Their identity in Christ is defined by the reality and visibility of their love. (Genesis 1:26; 2:18; Matthew 5:23-24; John 13:35) 門徒在基督裡的身份會從他們愛人的真實性和可見性反映出來。（創世記 1:26; 2:18; 馬太福音 5：23-24; 約翰福音 13:35）

Therefore: 因此：

- Knowing and walking with God will be the principal appetite of my life. 認識神並與祂同行將是我一生的首要渴望。
  - So far as it depends on me, I will be at peace with all people and will seek both purity and health in all my relationships. (Romans 12:18) 我將盡力與眾人和睦，並與所有人建立健康與純潔的關係。（羅馬書 12:18）
  - I will seek to be Christ-like in attitude and action toward all persons regardless of race, social class, religious beliefs, or position of influence within the church and community. 無論對象是來自什麼種族、社會階級、宗教信仰、或在教會和社區身處什麼位置，我都會在態度和行為上，以基督為榜樣去對待他人。
  - I will place the needs of my family above those of my broader ministry family and exhibit that priority by gladly dedicating my time, love, and attention to every member of my family. 我會將我家庭的需要放在最優先的位置，繼而為教會裡的不同家庭提供幫助。我會奉獻時間、愛心、和關懷給我家庭中的每位成員。
  - I will be sexually and emotionally faithful to my spouse and family. 我會在性生活上忠於我的配偶，在情感上忠於我的家人。
  - I will seek to lead my family in such a way as to enhance my ministry effectiveness. 我將設法帶領著我的家人，一起提高在教會事工上的工作效率與素質。
  - I will actively resist any inclination to form improper physical or emotional relationships. 我會積極抵擋任何不當的身體或情感個人關係。
  - I will seek to regard all persons to whom I minister with equal love and concern, undertake to minister impartially to their needs, and refrain from behaviour that will be divisive. 我將盡力以平等的愛心和關懷對待所有我服侍的人，承諾公正地幫助他們，並避免任何會造成分裂關係的行為。
  - I will endeavour to relate to all ministers, especially those with whom I serve, as partners in the work of God, by respecting their ministry, cooperating with them, and seeking to maintain supportive and caring relationships with them. 我會竭力與所有傳道人建立關係，尤其是那些與我一起服侍的伙伴。我會尊重他們的事工、與他們合作、並與他們保持互相支持和關懷的關係。
3. **Modelling principle** 榜樣原則 - A worker's private life is not exclusively his/her own. 工人的私人生活不僅限於他/她自己的生活 The Bible exhorts leaders to live lives that are above reproach (1 Timothy 3:2). 聖經勸告領袖們更要過著無可指責的生活（提摩太前書 3：2）。 A worker's witness requires that both the local church and the watching world see the life of Christ, which they proclaim first manifest in the worker's life. 工人的見證是要讓當地教會和在旁觀察的世界，能看到基督的生命，並以自己的生命宣告基督的生命。

Therefore: 因此：



- I will limit my freedoms rather than weaken ministry (1 Corinthians 9:27). 我將克制個人自由，不會讓個人自由削弱事工的效益（哥林多前書 9:27）。
  - Although Christians may hold different views on certain behaviours, I will avoid situations that are likely to have a negative spiritual impact on self or others (Titus 2:4). 儘管基督徒對某些行為可能持有不同的觀點，但我會避免參與任何對自己或他人靈命造成負面影響的情況（提多書 2：4）。
  - I will always seek to conduct myself in a way that will not discredit or diminish the public's trust in Christian leadership. 從個人生活和言談舉止中，我將小心為主作見證，以不損害或削弱公眾對基督教教義之信任為大前提。
  - I will responsibly perform my ministry, seeking to lead persons to salvation and to church membership without manipulation and respecting the ministries of other churches and organizations. 我會履行事工上的職責，力求帶領人們獲得救恩。在不加以強迫的情況下，帶領人們加入教會的大家庭，並尊重其他教會和組織的事工。
  - I will refrain from intoxication, the use of illegal substances, the recreational use of drugs, all kinds of addictive or dependent behaviour, and other self-destructive habits (1 Corinthians 3:16). 我將避免沉迷任何事物，包括使用非法物質、消遣性毒品、各種成癮性或依賴性行為、以及其他自我毀滅性習慣（哥林多前書 3：16）。
4. **Wellness principle** 健康原則 - Godly leaders recognize the integrated nature of body, soul, and spirit and stay attuned to the balance required for effective service. 敬虔的領袖們明白到身、心、和靈的綜合性需要，以保持相互的平衡協調，以致能夠給予有效益的服務。They are to care for their bodies, souls, and spirits in a disciplined and God-honouring way (Psalm 139:13-16; Proverbs 3:1-2; 1 Corinthians 3:16-17; 6:19-20; 9:2; 1 Thessalonians 5:23). 他們要以榮耀上帝的方式和紀律去照顧自己的身、心、和靈之健康（詩篇 139:13-16; 箴言 3:1-2; 1 哥林多前書 3:16-17; 6:19-20; 9:2；帖撒羅尼迦前書 5：23）。

Therefore: 因此：

- I will endeavour to lead a life of prayer, study, and meditation upon God's Word, and to maintain extended times of contemplation in order to daily seek God's face. 我將恆切祈禱、學習、和思想神的話語，並透過不斷的反思和靜想去尋求主的面。
  - I will seek to keep physically fit through the proper care of my body. 我將細心護理身體來保持身心健康。
  - I will manage my time well by properly balancing personal obligations, ministry duties, and family responsibilities, and by observing a weekly day off and annual vacation. 通過適當地平衡個人生活、事工職責、和家庭責任、並每週定時的休息和年假，我會竭力管理好自己的時間。
  - I will seek to keep myself emotionally healthy. 我將竭力保持自己的情緒健康。
5. **Servant principle** 僕人原則 - Scripture contrasts the acts of the flesh and the fruit of the Spirit (Galatians 5:19-25). 聖經對肉體私慾和聖靈果子的教導是明顯對比的（加拉太書 5:19-25）。The flesh is characterized by taking and consuming. The work of the Spirit is characterized by giving and producing. 肉體的私慾是以攝取和消耗為特徵，聖靈的工作卻以奉獻和生產為中心。Lifestyle choices are to reflect the heart of a servant, not an



attitude of entitlement. 生活方式的選擇能夠反映出僕人的心，而不應出自一種要履行責任的態度。

Therefore: 因此：

- I will seek to conduct myself consistently with my calling and commitment as a servant of God, maintaining a life of purity, integrity, and truthfulness. 我將努力履行自己作為上帝僕人的呼召和承諾，保持一個純潔、正直、和誠實的生活。
- I will give full service to my ministry and will only accept added responsibilities if they do not interfere with the overall effectiveness of my ministry. 我將在事工上全力以赴，並且僅在不影響我的事工整體效力的情況下，接受其他額外的責任。
- I will listen to the needs of those I serve and keep in confidence information shared with me unless it will result in harm to self or harm to others, or as required by law. 我將傾聽服務對象的需求，除非該信息會引致任何人身傷害或根據法律要求，我會將任何個人或第三者的資料或信息保密。
- I will exercise confidence in lay leaders by inviting their meaningful participation, enabling their training, and stimulating their creativity. 我會對平信徒領袖加予信心，邀請他們參與有意義的事工、接受培訓、激發他們的創造力。
- I will seek to lead the ministry for which I am responsible to achieve agreed-upon goals. I will remain open to constructive criticism and to suggestions intended to strengthen ministry. 我將領導我所負責的事工，以實踐其定下的目標。我將繼續接受有建設性的批評和建議，以加強事工的效益。
- I will exercise my teaching/preaching responsibilities, giving adequate time to prayer and preparation, so that my presentation will be biblically based, theologically correct, and clearly communicated, speaking the truth of God's Word with conviction in love, and will acknowledge any extensive use of material prepared by someone else. 我將履行我教學/講道的職責，恆切地禱告和預留充足的時間，去預備教學和講章，以致我的講道是以聖經為基礎、在神學上正確無誤、清楚列出從第三者引用的資料來源、並透過清晰的表達和演說，懷著堅定的信念和愛的激勵，說出上帝聖言的真理。

6. **Stewardship principle** 管理原則 - All Christians are entrusted with God's gifts, resources, and creation. Leaders are to set an example in the stewardship of such a trust (1 Peter 4:10; 1 Corinthians 9:17) 所有信徒受上帝委託，得著恩賜、資源、和創造力。領袖們應成為他人的榜樣，因神給予的委託，作好管家。（彼得前書 4:10；哥林多前書 9:17）

Therefore: 因此：

- I will strive to grow through comprehensive reading and through participation in professional educational opportunities. 透過個人進修閱讀和參與專業教育的機會，我將努力地促進個人成長。
- I will be honest and responsible in my finances by paying all debts on time, never seeking special gratuities or privileges, giving generously to worthwhile causes, and living a Christian lifestyle. 我會按時償還所有債務、不尋求特殊酬勞或特權、慷慨地捐獻給有價值的機構、以及過著基督徒應有的生活方式，以確保個人財務誠實無誤。



- I will give tithes and offerings as a good steward and example to the church. 作為教會的良好管家和榜樣，我將把所得的十分之一奉獻給神。
- I will gain permission from my Board or Global Ministries Strategy Director before starting a business or seeking additional employment. 在開展其他個人業務或工作前，我將先獲得董事會或全球事工策略總監 (Global Ministries Strategy Director) 的許可。
- I will not engage in any business where I would actively solicit funds from the people to whom I minister. 我不會從事任何謀取利益的業務，或試圖向我服事的人募款。

7. **Submission to authority principle** 依從掌權的原則 – Submission to those in authority over believers is a clear biblical mandate. (Hebrews 13:17). Workers are to walk with humility and willingly submit to those in authority over them. 依從那些引導信徒的，乃是聖經明確的教導 (希伯來書 13:17)。工人要謙卑生活，並願意依從引導者。 In addition, licensed workers possess authority, influence, and duty of care for the church, and her members. 此外，持執照工人對其教會及其成員有著權力、影響力和關顧責任。 From time to time, workers may disagree with policies, official statements, and guidelines of the CMA. 有時候，工人或許不同意加拿大宣道會的政策、官方聲明和指導方針。 In the event of disagreement, concern shall be expressed within the fellowship of peers and through established district and national processes, while upholding existing policies, official statements, and guidelines of the C&MA. 若不同意，工人可因循宣道會設立的省區和全國程序，或在同工聚會，去表達其疑問，但工人需同時維護加拿大宣道會現有的政策、官方聲明和指導方針。

Therefore: 因此：

- Having chosen to minister under the authority of The Christian and Missionary Alliance in Canada, I will submit to constituted authority as identified in the Manual of the C&MA, including the leadership of the district or region within which I serve. 在加拿大宣道會的授權下，我承諾參與及接受教會的職事。我將服從《加拿大宣道會手冊》所確定的權威，包括我所服務的地區領導和監督。
- I will endorse, teach, and advise, both in word and deed, in accordance with the policies, official statements, and guidelines of the C&MA in the manner prescribed by these categories. 我將按照加拿大宣道會的政策、官方聲明和指導方針中規定的方式，不但在言語上，也在行動上，去擁護、教導和訓誡。
- As a worker of the C&MA, I will unreservedly advance the vision and ministry of the C&MA, including raising generous support for the Global Advance Fund, and other denominational priorities. 作為 C&MA 的工人，我將毫無保留地幫助推動 C&MA 的願景和事工，並為不同事工招募慷慨的支持，包括環球宣教基金 (Global Advance Fund) 和其他宗派的優先事項。
- Where appropriate, I will offer responsible criticism to those in authority and I will follow C&MA processes to bring change to programs and policies of the C&MA. 在適當的時候，我將給予掌權者有造就性的批評意見，並且遵循 C&MA 的處理步驟，為 C&MA 的計劃和政策帶來適當之改變。
- I will not use my influence to alienate the ministry to which I have been appointed from The Christian and Missionary Alliance in Canada, and I will not use my influence



to solicit members from my previous ministry to start another ministry unless officially endorsed by ministry leadership. 我不會利用個人影響力，在加拿大宣道會任命給我的事工中挑唆離間。除非獲得事工領導的正式批准，否則我不會利用自己的影響力，邀請我以前服侍的事工成員去成立另一個新事工。

- I will encourage the ministry of my successor at the conclusion (resignation, termination, retirement) of any ministry position and will refrain from interfering in his/her ministry or with the people he/she serves. 在我職份結束（辭職、解僱、退休）時，我會支持及鼓勵繼任者之事工，並避免干涉其事工和服務的人。I will entirely remove myself from that ministry unless otherwise directed or permitted by my district superintendent or International Strategy Director. 除非得到我的監督或全球事工策略總監 (International Strategy Director) 的指示或許可，否則我會徹底退出該事工。
- When serving in a pastoral staff role, I will offer my support and loyalty to the lead pastor or, if unable to do so, seek another place of service. 當擔任教牧職位時，我會給予主任牧師支持和忠誠。若無法做到，我會尋求其他侍奉崗位。
- I will only perform services in the area of responsibility of my colleague in the Christian ministry upon his/her request or with his/her consent. 我只會在同事的要求或同意下，在他/她職責範圍內提供服務。

8. **Mediation principle** – Disputes between believers are to be settled within the context of the church, not the secular courts. (1 Corinthians 6:1-7) 調解原則 – 信徒之間的爭端應在教會內解決，而不是在非宗教性法院內解決。（哥林多前書 6：1-7）

Therefore: 因此：

- If I believe that I have been wrongly treated by my denomination or local church and choose to seek redress, I will do so first by seeking mediation for resolving the dispute as outlined in the Process for Mediation and Arbitration of The Christian and Missionary Alliance in Canada. 若我認為自己受到宗派或本地教會錯誤的對待並選擇尋求補救時，我將先依照《加拿大宣道會之調解與仲裁程序》中概述的糾紛調解政策，去尋求調解。

By signing my name to this document, I declare my intention to live my life and conduct my ministry, with God's help, in a godly and ethical way. 本人在此簽名聲明，會依靠上帝的幫助，以敬虔和道德的方式，活出個人生命和履行事工職責。Further, I recognize that deliberate non-compliance with the statements contained in this document renders me liable to discipline in accordance with the conditions of my license to minister in The Christian and Missionary Alliance. 此外，本人明白，若蓄意違反此文件中列出的任何細則，加拿大宣道會將按照本人擔任牧師時得到之執照許可條文，給予適當的紀律處分。

Name 姓名\_\_\_\_\_ Signature 簽名\_\_\_\_\_

Date 日期\_\_\_\_\_

## **Amendments** 修正記錄

A Call to Excellence may be amended by a majority vote of the Board of Directors.  
董事會可以多數票修改「追求卓越」。

**Adopted – Board of Directors, November 2011**  
通過 – 董事會，2011 年 11 月

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