

Moses, What you are doing is not good.

「摩西，你這做的不好」

出埃及記 Exodus 18:13-27

13 第二天，摩西坐著審判百姓，百姓從早到晚都站在摩西的左右。

14 摩西的岳父看見他向百姓所做的一切事，就說：「你向百姓做的是什麼事呢？你為什麼獨自坐著，眾百姓從早到晚都站在你的左右呢？」

13 The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. 14 When his father-in-law saw all that Moses was doing for the people, he said, “What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?”

15 摩西對岳父說：

「這是因百姓到我這裡來求問神。

16 他們有事的時候就到我這裡來，我便在兩造之間施行審判，我又叫他們知道神的律例和法度。」

15 Moses answered him,
“Because the people come to me to seek God’s will.

16 Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God’s decrees and instructions.”

17 摩西的岳父說：「你這做的不好。

18 你和這些百姓必都疲憊，因為這事太重，你獨自一人辦理不了。

19 現在你要聽我的話，我為你出個主意，願神與你同在。你要替百姓到神面前，將案件奏告神。

出埃及記 Exodus 18:17-19

17 Moses' father-in-law replied, "What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. 19 Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him.

20 又要將律例和法度教訓他們，指示他們當行的道、當做的事。

21 並要從百姓中揀選有才能的人，就是敬畏神、誠實無妄、恨不義之財的人，派他們做千夫長、百夫長、五十夫長、十夫長，管理百姓。

20 Teach them his decrees and instructions, and show them the way they are to live and how they are to behave.

21 But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens.

22 叫他們隨時審判百姓，
大事都要呈到你這裡，
小事他們自己可以審判。
這樣，你就輕省些，他
們也可以同當此任。
23 你若這樣行，神也這
樣吩咐你，你就能受得
住，這百姓也都平平安
安歸回他們的住處。」

出埃及記 Exodus 18:22-23

22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. 23 If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied.”

24 於是，摩西聽從他岳父的話，按著他所說的去行。

25 摩西從以色列人中揀選了有才能的人，立他們為百姓的首領，做千夫長、百夫長、五十夫長、十夫長。

24 Moses listened to his father-in-law and did everything he said.

25 He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens.

26 他們隨時審判百姓，
有難斷的案件就呈到
摩西那裡，但各樣小
事他們自己審判。

27 此後，摩西讓他的
岳父去，他就往本地
去了。

出埃及記 Exodus 18:26-27

26 They served as judges for
the people at all times. The
difficult cases they brought
to Moses, but the simple
ones they decided
themselves.

27 Then Moses sent his
father-in-law on his way, and
Jethro returned to his own
country.

Moses, What you are doing is not good.

「摩西，你這做的不好」

出埃及記 Exodus 18:13-27

誰是葉忒羅？ Who was Jethro?

摩西的岳父
Moses' father-in-law



葉忒羅

Jethro

摩西的岳父

Moses' father-in-law





一條看不到盡頭的隊伍



出埃及記 Exodus 18:13

第二天，摩西**坐著**審判百姓，百姓從早到晚都**站**在摩西的左右。

The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening.



14 摩西的岳父看見他向百姓所做的一切事，就說：

「你向百姓做的是什麼事呢？

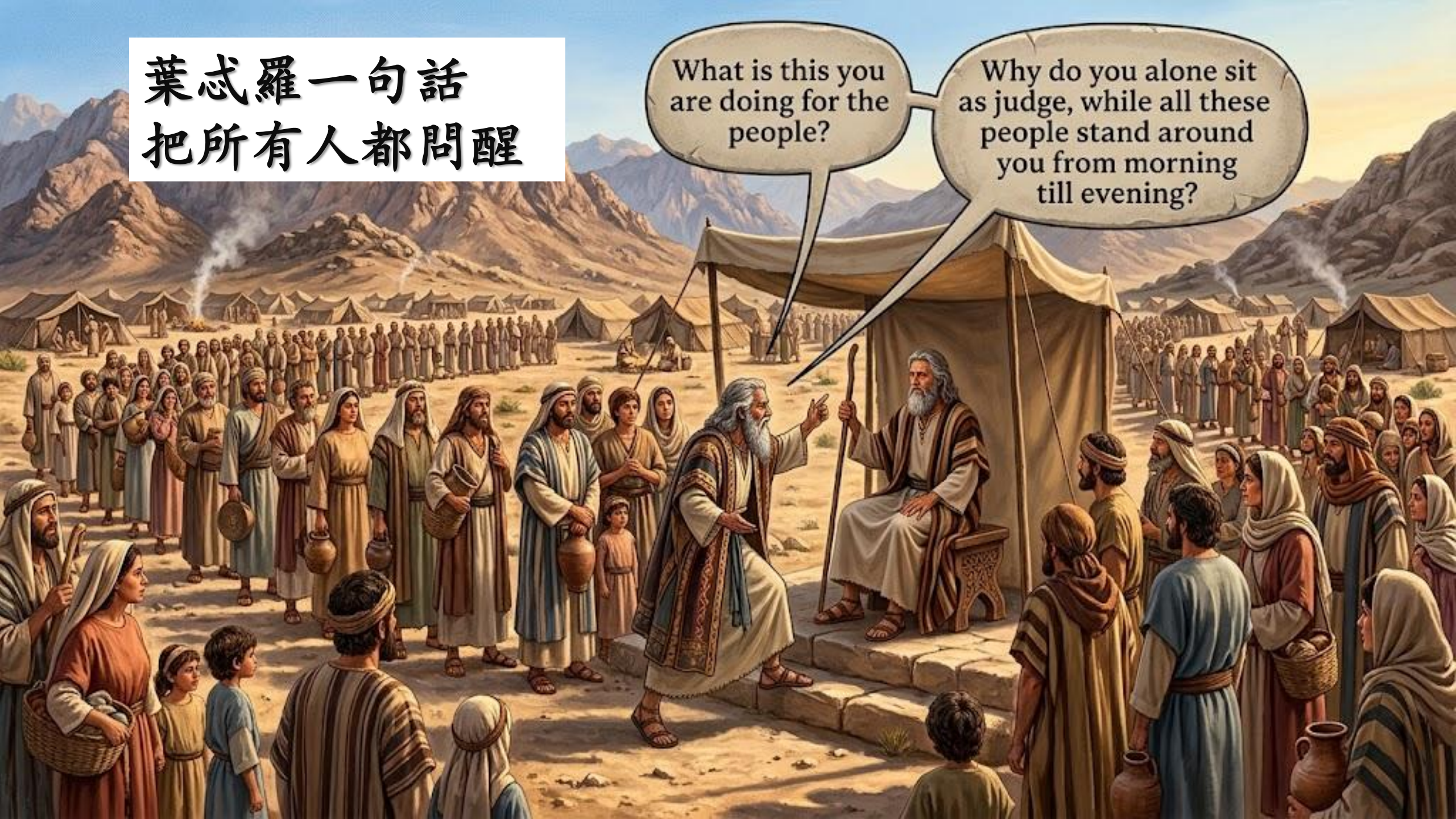
你為什麼獨自坐著，眾百姓從早到晚都站在你的左右呢？」

出埃及記 Exodus 18:14

14 When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people?

Why do you alone sit as judge, while all these people stand around you from morning till evening?"

葉忒羅一句話 把所有人都問醒



What is this you
are doing for the
people?

Why do you alone sit
as judge, while all these
people stand around
you from morning
till evening?

17 摩西的岳父說：「**你**
這做的不好。

18 你和這些百姓
必都疲憊，
因為這事太重，
你獨自一人辦理不了。

出埃及記 Exodus 18:17-18

17 Moses' father-in-law replied,
“**What you are doing is not
good.**

18 You and these people who
come to you will only wear
yourselves out.
The work is too heavy for you;
you cannot handle it alone.

葉忒羅說了一句人人都記得的話

你這做的不好

What you are doing is not good.



19 現在你要聽我的話，
我為你出個主意，願神
與你同在。你要替百姓
到神面前，將案件奏告
神。

20 又要將律例和法度教
訓他們，指示他們當行
的道、當做的事。

19 Listen now to me and I will
give you some advice, and may
God be with you. You must be
the people's representative
before God and bring their
disputes to him.

20 Teach them his decrees and
instructions, and show them
the way they are to live and how
they are to behave.

21 並要從百姓中揀選

有才能的人，

就是敬畏神、

誠實無妄、

恨不義之財的人，

派他們做

千夫長、

百夫長、

五十夫長、

十夫長，管理百姓。

21 But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens.

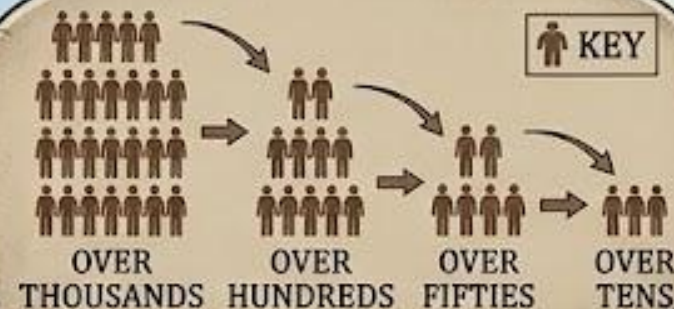
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出埃及記 Exodus 18:22-23

22 Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. 23 If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied.”

解決方法不是減少工作
而是增加同工

SELECT CAPABLE,
GOD-FEARING,
DISHONESTY-HATING
MEN AS OFFICIALS



千夫長

百夫長

五十夫長

十夫長

真正令人意外的是摩西

於是，摩西聽從他岳父的話，按著他所說的去行。

Moses listened to his father-in-law and did everything he said.

出埃及記
Exodus 18:24



27 此後，摩西讓他的
岳父去，他就往本地
去了。

出埃及記 Exodus 18:26-27

**27 Then Moses sent his
father-in-law on his way, and
Jethro returned to his own
country.**

神如何治理祂的百姓

How God Governs His People



神先建立祂所揀選的屬靈領袖
First establishing His chosen spiritual leader

神
God

神親自揀選摩西

God chose Moses

神親自建立摩西的權威

God established Moses' authority

神也興起幫助他的同工

God raised up coworkers to assist him

摩西真正不可取代的是屬靈職分

God gave Moses irreplaceable spiritual role

替百姓求問神

Intercession between God the people

領受神的啟示

Receive God's revelation

教導神的律例典章

Teach them His decrees and instructions

按神旨意建立屬靈領袖

Establish spiritual leaders by God's will

摩西
Moses

神如何治理祂的百姓

How God Governs His People



神先建立祂所揀選的屬靈領袖

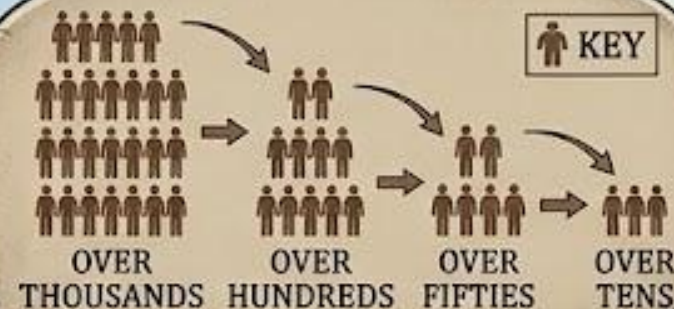
First establishing His chosen spiritual leader

神建立一群敬畏祂的領袖團隊

Building a God-fearing leadership team through him

解決方法不是減少工作
而是增加同工

SELECT CAPABLE,
GOD-FEARING,
DISHONESTY-HATING
MEN AS OFFICIALS



千夫長

百夫長

五十夫長

十夫長

所以弟兄們，當從你們
中間選出七個
有好名聲、
被聖靈充滿、
智慧充足的人，
我們就派他們管理這事。
但我們要專心以祈禱、
傳道為事。

使徒行傳 Act 6:3-4

**3 Brothers and sisters,
choose seven men from
among you who are known
to be full of the Spirit and
wisdom. We will turn this
responsibility over to
them 4 and will give our
attention to prayer and the
ministry of the word.**

21 並要

- 從百姓中揀選 有同樣生命
- 有才能的人 有能力承擔責任
- 就是敬畏神 這是屬靈生命
- 誠實無妄、 這是做人品格
- 恨不義之財 這是金錢操守

派他們做千夫長、百夫長、五十夫長、十夫長，管理百姓。

出埃及記 Exodus 18:21

- 21 But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—

and appoint them as officials over thousands, hundreds, fifties and tens.

建立團隊 Build up the team

能力

Competence

有才能

能力決定可以
承擔多少工作

品格

Character

敬畏神
誠實無妄
恨不義之財

品格決定一
個人可以走
多遠

神如何治理祂的百姓

How God Governs His People



神先建立祂所揀選的屬靈領袖

First establishing His chosen spiritual leader

神建立一群敬畏祂的領袖團隊

Building a God-fearing leadership team through him

神藉著整個身體彼此配搭建造祂的百姓

Building up His people as the entire Body coordinates together

Establishing a System

Team Ministry

團隊服事
不是單打獨鬥

建立制度
不要只依靠一
位屬靈偉人

Involving Everybody

讓每一個人
都參與神的工作

適當授權
不是事必躬親
Delegation

培養下一代
不要讓自己變成
不可取代
Training Next Generation

神如何治理祂的百姓

How God Governs His People

出埃及記18章
建立治理領袖團隊
**Governance
Leadership
Team**

民數記11章
建立屬靈領袖團隊
**Spiritual
Leadership Team**

使徒行傳6章
建立服事團隊
Ministry Team

以弗所書4章
建立基督的身體
Body of Christ

馬太福音28章
完成基督大使命
**Great
Commission**

神治理祂百姓的方式：
The way God governs His people:

結論 Conclusions

先建立祂所揀選的屬靈領袖
First establishing His chosen spiritual leader

藉著祂建立一群敬畏祂的領袖團隊
Building a God-fearing leadership team through him

並且藉著整個身體彼此配搭建造祂的百姓
Building up His people as the entire Body
coordinates together

門徒訓練

2026年9月13日開始

跟隨基督．生命成長．完成使命

不是增加一個聚會，而是開始一種新的生命。

耶穌留給教會的大使命

「所以，你們要去，使萬民作我的門徒。」（太28:19-20）

- 神沒有呼召我們只作信徒
- 神呼召我們成為門徒
- 神也呼召門徒去培養門徒

教會最大的使命，不只是聚會，而是培養門徒。

我們為什麼需要門徒訓練

我真的認識神嗎？

我的生命是否越來越像基督？

我是否知道神給我的恩賜？

我是否正在完成神給我的使命？

門徒訓練不是讓你做更多事情，而是幫助你成為
神要你成為的人。

第一步：門徒生命與服事評估

七大面向：

1. 救恩與靈命
2. 品格塑造
3. 真理裝備
4. 門徒生活
5. 服事經驗
6. 屬靈恩賜
7. 呼召與異象

先認識自己，才能知道下一步如何成長。

評估不是考試

不是：比屬靈、打分數、找缺點、論斷別人

而是：認識自己、看見神的恩典、

找到下一步、一步一步更像耶穌

神不要求完美，神期待我們每天成長。

門徒訓練將包括

1. 真理裝備
2. 靈命操練
3. 品格塑造
4. 禱告生活
5. 恩賜發掘
6. 服事實踐
7. 屬靈同伴同行

知識帶來認識；操練帶來改變；同行帶來成長。

邀請你一起委身

- ☐ 成為主的門徒
- ☐ 接受生命評估
- ☐ 接受裝備
- ☐ 願意成長
- ☐ 願意服事
- ☐ 培養下一代門徒

今天的一個決定，可能改變你的一生。

結語

門徒訓練不是完成一門課程，而是開始一段生命旅程。

不是累積更多知識，而是越來越像耶穌。

不是只有自己成長，而是成為別人成長的祝福。

生命影響生命；門徒培養門徒；
直到萬民都成為主的門徒。

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2026年9月13日開始

跟隨基督．生命成長．完成使命

不是增加一個聚會，而是開始一種新的生命。