



Global Leadership Encounter

16 June 2020 Day 4

Main Speaker of the day:

Judy and Jim Orred // Joseph Chean

Hosted by **Wilson Goeda and Edwin Fillies**

Notes by **Vikki Wright**

Wilson Goeda – Recap of teaching yesterday (see notes from Day 1 for details)

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sYWAMers for 46 years.

Judy – Greetings from Hawaii, commend Virnz and Edwin and rest of the team facilitating this connection.

A movie came out 20 years ago in America about baseball, and a famous line from that movie said, “If you build it, they will come.” Gave the character in the movie the inspiration to build a baseball field in the middle of farming land.

That is what happened with Virnz and Edwin...they had a dream to do Leadership on-line, and see all those who have come as you made it happen...people from 70 nations around the globe.

There is sadness in the world right now, with the pandemic and the protests. Scripture says, “the earth groans,” and I think the earth is groaning right now, and also in people’s hearts. It seems like everything is falling apart, but in Him ... He holds all things together.

Hope is the reality that God is actually at work. We have hope.

Learning in leadership comes from learning from each other, but it’s hard with this forum to share with each other, although I wish we could.

Jim will come and talk about elements of healthy environments.

Someone made a statement that **we are drowning in information, but we are starving for wisdom.**

One of the greatest take-aways from this GLE is that you would walk away with more wisdom.

About healthy teams and relationships: one of the reasons this subject is so fascinating is what we’ve experienced about healthy and unhealthy teams. There are answers that God can lead us to become healthy in our interaction with others. This could almost be the 11th Commandment. There are no perfect teams, and no perfect churches, but there can be healthy teams.

This subject can be tender because it takes us somewhere emotionally. That’s where some of the learning and some of the pain came from. When we talk about healthiness, let’s think about the future. How will we create greater health in the teams we are a part of now?

A teacher sometimes teaches on topics that are the teacher’s greatest felt needs, so I share this with you also asking myself the same questions.

The number 1 thing is to start with ourselves, otherwise we start finger pointing at others...how



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can they make this team better? It's the courage to take a mirror and ask myself in what area I'm not healthy and I bring that into a team. Also where am I healthy and bring that into a team?

Sometimes we confuse the blessing of God with the fact that we might be healthy...sometimes we get God's blessings but we are still unhealthy. We need to examine our interactions.

Healthy teams want to know about themselves...they hold up a mirror to the team and ask: what are our weaknesses, strengths; are we connected to those we lead?

A sign of unhealthy leadership is when the leaders are not connected, and don't know what's going on with the ministry and people.

We want to think: how can I from this moment on bring a healthier 'me' into my team and leadership culture?

In a team together, a lack of vulnerability can lead to artificial harmony. We can think everything is alright but it's not because we're not being vulnerable.

The speed of life sometimes prevents us from slowing down and looking at our culture. We have to be aware when we are moving too fast and neglecting things we need to focus on to strengthen our communities.

It takes tremendous love and commitment to go through this.

Truth is vital, but without love, it's unbearable.

As you grow in leadership skills and knowledge, may there be such a commitment to the ways of God and love for one another. The ways of God work in every culture.

Blessing: 3 John 1:2 – Dear friends, I pray that in every way you may prosper and enjoy good health just as your soul prospers.

Jim:

Heaven is going to full of relationships with people from all over the world. I'm always happier when I'm with people who are different from me. My version of hell would be a whole bunch of 67 year old white people...that would be boring.

When I think of what Loren and Darlene have given us, I think of all the friends God has given us all over the world. If you wanted, you could couch-surf all over the world and be with friends in every nation!

Why did I join YWAM?

Was it the vision? It's a great vision, I love the vision of Waves, and hearing God's voice and obeying to go and do something new in any part of the world. But I did not come because of the vision.

I thought about the first few years...it was the people, and leaders, that I got into. It wasn't about the bases or the housing or food...those weren't the questions. The first years of YWAM I saw humble people who were the same when they were out having coffee as they were in the classroom. When they made a mistake, they would humble themselves and say sorry. I thought, "I will follow these people everywhere." They had normal families, raised their kids well, enjoyed life. It was the people who attracted me here.

One of our young leaders here, Andy Bird, stood up and talked about a time in Korea when he was asked to come and serve in Kona. He'd been questioning whether to stay in YWAM, but he came and now he's one of the core leaders on our base.



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Another couple of people also in Korea who were about to leave YWAM stayed and came to Kona and are now in leadership. What kept them in YWAM? It was their relationship with the leaders... they felt safe, they felt they had a place to grow, they took an interest in me, they were the same privately and publicly. I am so grateful for the people.

We are heading back to Germany to run a leadership school for young pioneers around Europe covering 4 categories:

YWAM DNA, Practical Skills, Mentoring Relationships, Developing strong Relationships across Europe

In Amsterdam years ago we had a teaching I've never forgotten from Tom Marshall...it wasn't just about future-oriented, he said, "Leaders lead through relationship."

In a dictatorship, the commander has the army and they put you in jail if you disagree. That's not YWAM. YWAMers are volunteers. Everyone could decide to leave and there would be nothing left.

Why am I in YWAM today when I could be somewhere else and earn more money? It's mainly because of the relationships that we've had over many years and continue to have globally.

I think the Nations2Nations ministry is one of the most important ministries globally that YWAM has raised up. It's gathering and connecting people.

TOM TAUGHT US THAT THERE ARE 4 ELEMENTS IN ANY RELATIONSHIP THAT ARE CRITICAL:

1. **Love and Caring – practical acts of love and kindness by the leaders make the staff feel cared for. Love is a choice to care for others.** When Paul wrote to the Corinthians, he committed to be their father, and that commitment is to the end of life. I'm so grateful for the spiritual Fathers and Mothers in YWAM who create a sense of safety and belonging.
 - a. What wounds love or care? – cruelty, dislike, rejection, ingratitude, neglect. We here in Kona realized we have focused so much on our students that we neglected our own staff. We have set aside 2 weeks just to minister to the staff.
- 2.
3. **Trust – you cannot command trust. If you are the leader of a base or ministry, people will trust you, but you also have to prove you trust them. Once trust is broken, it's very hard to restore.**
 - a. What do you trust in a leader? Nehemiah: he was vulnerable, he told them his story about getting permission from the King to help the people rebuild the wall. The people listened to his story and began to trust him. He joined in the work with them. He earned their trust because he was resourceful, he knew the situation, and he worked alongside them.
 - b. How do you earn people's trust? You show up, be dependable, come early to meetings, keep confidences...don't share people's secrets. If you ever share someone's confidence you will lose that person's trust forever. Betrayal and disloyalty, lying and dishonesty ... all of these things will break trust. As leaders we have to be open and honest, we have to share the bad inside and get rid of it.
4. **Honor or Respect –**
 - a. Everyone is created in the image of God – if you don't respect the people you lead, they won't be with you very long. I love to remember names, because if God knows our name, we should know the names of the people we lead...that is honor and respect.
 - b. Honor people with Godly character – it's more important than ability or outward appearance. How do you honor people? Ask their advice. Ask them what they think about something. Be focused on that person, don't get distracted and look around. Respect their opinions, then they will respect yours.

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- c. What damages honor? Failure. If you claim to be competent but you don't have any, you lose honor. Don't tell me you can do something if you know you can't do it. Selfishness – there is nothing worse than lovers of self. When someone only thinks about themselves, people don't want to be with them, won't respect them. Self-pity -- if we're always feeling sorry for ourselves, we will lose the respect and honor of people.
- d. Leaders bear pain – leadership will be painful. We respect someone who stands up under pressure, endures pain and doesn't give up.
- e. Control and manipulation – damages honor and respect. If someone tries to get me to do something in a dishonest way.
- f. Fault finding or embarrassment, especially in humor – if you joke and say bad things about others, it might cause you to lose honor or respect in different cultures.
- g. Respect and honor – needs to be communicated verbally, just thank people and encourage them verbally.
- h. Cultural honor – find appropriate ways to honor people practically

5. Understanding – do you feel understood by your leaders, or do you understand the people working with you?

- a. Sometimes you can tell by the Holy Spirit certain things about people that you don't even know.
- b. You can't serve someone well unless you know them. Sometimes you do assessment tools (Strength Finders, DISC, Myers-Briggs)... help us understand each other.
- c. You will not know people unless they're open to you, and they won't be open to you unless they trust you and feel safe and know you, and they won't know you unless you're open to them. Are you willing to be known for who you are? Do you seek to know the people you work with? Do your people feel like they are serving outside their gifting? Do you make room for people to serve with their gifts?
- d. It's a blessing when our leaders look around the room and the leader can see the different gifts around them
- e. What hinders understanding?
 - i. Lack of communication - you need to know each other's stories, spend time together hearing each other... helps to understand the way they are, their culture, etc. It takes time.
 - ii. Emotional wounding – we all have issues in our lives, and can shut down and hinder understanding, but we have to press through the woundedness.
 - iii. Unwillingness to listen – no time or interest to listen to people
 - iv. Difference in gender – men and women are very different
 - v. Differences in background and culture – we always have to have teaching on understanding different cultures

“The shortest distance between two people is story.”

Take time to hear other's stories. Right now I am understanding the stories of people of color in new ways that I had not known until we recently had these protests. I know better what it means to have White Privilege.

Pastor TD Jakes got a call from his son who'd been in an accident, and said he was worried that the police might come to the accident and hurt the son rather than help him. I didn't understand that reality until this present crisis.

We need to take time to understand people who are different from us to hear their stories and share ours, too.

Peter took time to eat with gentiles and hear their stories. It changed his relationship with the gen-



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tiles.

Let's be leaders who are honest, who show love and care, who trust and honor, who understand others...I thank God for those leaders. And I believe the future of YWAM will be the same, where the YWAMers are there for the people as much as for the vision.

Amen.

Edwin –

Incredible time with Jim and Judy, tomorrow we will hear from Loren Cunningham.

Etienne – shared his own experience with whites and feeling honored by people in YWAM who treated him with respect and love. Now leading a movement of Nations2Nations in Australia. Story of Etienne being arrested in Geneva on a Sunday because he only had \$1 in his pocket, but was able to call the YWAM base and get confirmation to the Immigration police and be released.

Virmz – thanks for emphasizing the importance of stories; in YWAM we are all connected because of the relationships we have. Let's continue to digest the tips and wisdom they have given us. Let us check in with the Holy Spirit the things you have been highlighting to us. We are flooded with information, but our cry is for wisdom through the Holy Spirit to apply the information and be transformed. The application of the revelation is what transforms our lives.

***** Break *****

Winterford Banua - Greetings from Papua New Guinea

Stuck in Europe at the moment, but God is doing a fresh move of His Spirit in PNG with Ending Bible Poverty. PNG has 850 tribal languages spoken by 8 million people, so it's a real challenge for us to see every person with a portion of Scripture in their language. It's the greatest diversity of any nation in the world.

Talked with Edwin about bringing N2N to PNG...our culture is indigenous culture with 1,000 tribes. We're still praying to see how to bring N2N there. Looking forward to seeing what God will continue to do in this nation.

Emmanuel from Ghana based in England pioneering a base there in St Albans, part of the Nation-2Nations team...give a greeting and pray for Winterford and Ending Bible Poverty Now in PNG.

This lockdown is part of God's agenda to prepare us and release us into the world after the lockdown.

Lucy introduces Joseph Chean from Singapore, wife Kim – has a big heart for Asia, bridge from Africa to Asia, his passion is to be a Bridge to the Nations, has a huge heart and commitment to the Lord.



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Joseph:

If you know where Singapore is, put a thumbs up. If you look at the world map, it's hard to find Singapore.

Maximum drive from one end to the other is 40 minutes. Only 28 km from top to bottom. Very tiny. Whole nation is one city. We have no water or electricity of our own. Import almost all our food.

Singapore is a mixture of many nations and tribes: Chinese, Malay, Eurasian, Indians. We are multicultural and multilingual. Commercial language is English, national language is Malay. I speak about 7 languages. Our airport is one of the best in the world. We have a combination of Asian and Western.

We are young, born in 1965. We were just a little fishing village, originally part of Malaysia. English ruled over Singapore for a long time, then gave sovereignty back to Singapore. We 'married' into Malaysia but it only lasted 2 years. Malaysia 'divorced' Singapore over the phone and left Singapore to rule on its own.

As a nation, because we were given away by England and rejected by Malaysia, the birth of Singapore gave a feeling of insecurity/rejection, but within one generation we moved from being a 3rd world nation to a 1st world nation.

But the spirit behind this nation is a Spirit of Orphanhood, so people are driven to excel and stay up front because they feel 'I'm not good enough.' This is both a strength and weakness in the nation.

I've been in YWAM since 1997. Did DTS in New Zealand. Failed first DTS, had to do it again.

Before YWAM I was a youth pastor. King's Kids Maui came to Singapore and was hosted by the church I was working with. So I was assigned to coordinate the YWAM KK outreach. I organized 43 performances in 8 days for the team. In that time, 1,600 students came to Christ. We were blown away.

The following year I was invited to Maui to learn how to do KK and start it in Singapore, but it was under the Anglican church, not under YWAM. It impacted all the churches in Singapore. Then God spoke to me to leave the church and bring the ministry back into YWAM.

I joined YWAM without having done a DTS...illegal YWAMer for a year serving as a founder of KK ministry. The YWAM leaders asked me to do my DTS after I'd already been on staff for one year.

Subject matter today is for Emerging Leadership:

My basic assumption is that everyone in this chat loves Jesus and wants to be a true disciple of Christ, but also want to influence and lead others into greater levels of discipleship.

We are in this conference because we are living life for God and we want to see God multiply our lives for his kingdom in many others.

The journey to get there requires each of us to be very focused on our own personal development.

So the subject today is Self-Leadership

My personal self-leadership pattern:

A leader must learn how to lead yourself, otherwise you can never lead others.

1. **Be an armor bearer to someone else's vision – learn to be a follower, and a carrier**



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of someone else's vision. Serve faithfully and whole-heartedly. Learn servant leadership.

- a. When I first came into YWAM, I helped serve Allan's dream for the destiny of Singapore. I came alongside Allan and helped to flesh out his vision for quite a few years and help him achieve all God had for him.
- b. We need to be like John the Baptist whose primary role was to be an armor bearer for Jesus, to prepare the way for the Lord. When Jesus appeared, John decreased. He was not intimidated by Jesus, he wanted him to thrive and do well. He championed Jesus.
- c. We need to do this with or without recognition or appreciation.
- d. This is so important because we often forget that we are here to serve God's vision. Leadership ambition is when someone forgets his vision is only part of the larger vision that comes from God. Our vision comes from the heart of God, and is a little tiny part of the larger vision. We only have a piece of the larger jigsaw puzzle of God's vision. As I serve what God has called me to do, the surrounding pieces connected to me need to do well just as I do well...we are all connected.
- e. We need to look beyond ourselves

1. **We have an honest and pointed self-awareness** – I failed my first DTS. When I joined DTS I looked at the topics, and saw I had taught those topics myself. I felt like it was wasting money to be a student learning topics I had already taught. There were only 8 students in my class, and I was involved in Joshua21 movement and a keynote speaker there.
 - a. I got invited to emcee a Joshua 21 event, and was told I was the best in Singapore to emcee this meeting. I would do it over the weekend so I wouldn't miss any of the DTS. So I flew back and emcee'd the meeting. When I got back to the classroom, my head was so big, full of pride, feeling so special...I was the best!
 - b. The speaker next week spoke about extravagant love of God... God convicted me of the pride in my life. God challenged me about trying to impress people with my titles and the works I'd accomplished. I told the speaker what God had said, and I burned my name card and magazine in the fire. Prayed and cried a little bit, but I felt so good and free.
 - c. The next week I was confronted about a sin issue I had totally forgotten about. I was told to fly back to Singapore to meet the people involved in this sin issue, and meet a psychiatrist about why I had forgotten this sin issue. God highlighted this sin issue, then the leadership met and told me to step down from all leadership positions and stop speaking publicly for 18 months....leadership discipline.
 - d. All my friends said I must be mad to let YWAM cut me off this way, but in my heart I trusted Allen and out of the fear of the Lord, I said 'yes' to the discipline. I moved from my big office and just answered telephones, made coffee for Allan, etc. I moved from a somebody to a nobody. God put a finger on my pride, in my life, that he wanted to fix something in me before he could trust me with a new vision.
 - e. Three months after stepping down I was very restless, and I came up with this vision of pioneering KK in China. I learned in YWAM who to talk to, and who not to talk to, so I knew who to talk to who would champion, but I didn't want to talk to Allen, my boss. I was talking to every other leader but not my main leader. Then Allen asked me about it one day, but I kept quiet. Allen said to me, "Stop it." The moment he said that, the fear of God came over me and I realized that in my place of discipline, I can be so manipulative and wriggle my way out and find myself in a place of dreaming a new dream and running away from the discipline of God.
 - f. So I stopped that dreaming and just finished my discipline answering phones and doing errands. At the end of the 18 months, they said I could now go back into ministry, but I said, "No, I'm just going to keep being the coffee boy, and doing Administrations."



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- g. After another 12 months, the Lord gave me a new vision that lined up with Allen's vision, and God said, "now the vision is yours."
- h. God does his work in the worker before he gives the worker a work to do.
- i. So ask yourself this: what is happening inside of me? As leaders we often don't ask enough questions about ourselves. An effective leader is constantly asking, "What is going on inside of me. What are my emotions and thoughts? Did I do anything wrong? How did I get to this place?" We need to examine what is our part of the problem. What is in my heart? How does God see me in this situation?

1. Cultivate personal discipline so I can rightly represent God.

- a. Reading God's word is a command, and as a servant leader in God's kingdom, the Bible is our manual, and there is no other text book. We need to know this Book and live by this Book. We must be convinced that the Word of God is the basic manual to our leadership and how we live our lives.
- b. Jesus lived his life on earth to reveal who the Father is. "When you see me, you see the Father." Jesus is the exact representation of the Father. We as followers of Christ also reveal the character of God and who God is.
- c. See Chart of how Joe interacts with God. Highlights Who God is that we can never be; Who God is that we should grow to be like Him; and What God does with who He is
- d. Being and Doing are two sides of the same coin

Technical difficulty – broke the connection with Zoom for everyone and had a breakout time while we waited for Joseph to get back on line.

Reconnected with Joseph

To cultivate personal discipline – a leader needs to learn to rightly represent God. Am I correctly representing God in my responses and the way I conduct my life?

In leadership, we are not here to reveal Self... we are here to reveal Christ. We do not lead people to ourselves but to God.

- 2. Lead from your strengths and limitations – dare to take on projects bigger than you.
 - a. Don't use the word 'weakness' but 'Limitations' because they are part of me, and I learn to lead out of both strengths and limitations.
 - b. How to lead out of limitations is to be able to say to the people around me, "I need you. I cannot do this alone. Even though you may be very different from me, or I might not even like you, but I still need you."
 - c. I can be very opinionated in how I want things to be done, and I live my life at a certain speed, and many times when a leader is very focused on achieving a vision, that person has very little patience for people who are not like them. They can seem like people who are against us. So we tend to select people who are like-minded to us, and we reject those who are not like me. I used to reject the prophetic people who saw negative things, like warnings, but I didn't like what they told me until the Lord began to convict me. I was in a leadership tension with the YWAM community because I was driving people with a strong vision and the people were tired and weary. It was not natural for me to sit down with someone and ask, "How are you?" I'm an action-oriented person, and I was draining the staff because of the push for the vision. The tension was so great that I was about to resign and leave YWAM. But the elders said I needed to go for a time of prayer with the leadership for 4 days. The lord met with me and used the prophetic voice that I didn't want to hear but I needed to hear...it helped me to repent of my self-ish ambition, my desire to be ambitious in the things of God to the point where I



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would not consider how my team was doing. I had high capacity and stamina and I expected everyone else to be the same, but I became a Cowboy leader, not a Shepherd leader. From that prayer time onwards I learned that I needed to lead out of my strengths and limitations, and be able to say to people, "I need you. Please don't let me do this by myself. Let us do this do together."

3. Seek accountable friendships –

- a. We need to have friends around us who can ask us honest questions. People often seek for accountable relationships, but I noticed that most of them don't know what to do for accountability. Basically you have given them permission to ask any question they want: how do I spend my money, what do I do in my private time, how am I handling that relationship. The relationship is not just about your public front, but also your private life. These accountable friendships can really help us.

4. Learn to be hidden even though you are public

- a. The ministry is not about us. It's about God.
- b. In Feb 2012 I became the National Director of Singapore. In 2011 I had a prayer time and a vision of wearing a multi-colored coat. The Lord was walking towards me and said, "Nice coat. For your new role as National Leader I've designed a new coat for you, do you want it?" the Lord gave me the box and inside was a coat made of rags, dirty clothes, and I didn't know what to do. The Lord said, "Put it on! I custom made it for you." The Lord said, "The role you are going to step into will find many people putting many titles on you, but the rags represent brokenness and humility. You must wear it as your undergarment and never remove it. Wear brokenness and humility at the core of who you are." Someone prayed for me that I would be holy, humble and hidden. The coat of rags would help me to be hidden in the face of ministry, in the limelight, and not to let Self be exalted in the midst of this new role.
- c. Brothers and sisters – only you will know how to keep yourself hidden in this process because the public will always seek to put you on a platform. God's heart is that we always be like John the Baptist, increasing Jesus and decreasing self.

In closing, the pitfalls of lacking self-leadership:

1. Comparison
2. Rationalization
3. Isolation
4. Regret
5. Bitterness

Summary, a leader who is always comparing with someone else is opening a foothold for the enemy to come in and steal, kill and destroy. There will always be people better than us, accept this.

Rationalization –there are many things in our lives we love and know they are not right in the eyes of God, but we try to make these things acceptable, but if God has said no, lay it down and give it to the lord.

Isolation – we tend to isolate from other people and leaders, we don't let others get close. Isolation is an opportunity for the enemy again.

Regret – constantly regretting but not trying to make things right so that we can live a life of purpose.

Bitterness – when we don't allow God to resolve the disappointments in our life. We have to learn to deal with bitterness and get it healed and make things right.

If we fall into these pitfalls we will end up walking away from what God tells us to do. These 5



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areas are the common areas where leaders fail to address these issues.

“Mastering others is strength. Mastering yourself is true power.”

Jer 17:9-10 deceitful heart, let the Lord search and examine.

Breakout session questions:

1. What is the one thing that God is putting his finger in your inner life?
2. What changes does God want you to make?

End of Day 4.

Amen.

