



# **Guhagurutsa Ab'Igihe Kizaza**

KURERA AB'IGIHE KIZAZA BAKAVAMO  
ABAYOBOZI BAFITE INSHINGANO IKOMEYE

IGITABO GUHAGURUTSA AB'IGIHE KIZAZA  
CYA GLOBAL ADVANCE

HAMWE NA  
**Keith West**

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## IRIBURIRO

Icyitegererezo cy'Imana ni rusange. Uhereye ku rubyaro rumwe ukageza ku rundi, tugomba kwifatanya mu nkuru y'ubwiza bwayo. Nyamara mu Mubiri wa Kristo, duhangana n'uru ruhererekane rukomeza. Bisa nuko hariho icyuho cy'ubuyobozi aho kubaho ikiraro hagati y'urubyaro n'urundi.

Umuryango Global Advance watanze ibisabwa kandi ukorera abayobozi bafite inshingano ikomeye bari hiryu no hino mu isi. Mu myaka myinshi ishize, twatangiye gukora ubushakatsi ku bafatanyabikorwa bacu bari mu isi hose. Tubasaba gushyira ku rutonde ibibazo bahura na byo n'ibyo itorero rifite. Abayobozi bo ku migabane hafi yose batubwiye ko gukorana n'ab'igihe kizaza ari kimwe mu bibazo bikomeye bafite.

Ibi byadutangije urugendo rw'ihishurirwa tugambirira gukorana n'ab'igihe kizaza. Twagambiriyeye kubumva cyane, turabatumira kugira ngo twifatanye kandi tubigishe ibyo twiga ku bakuru. Twese twifuza kubona Imana isuka Umwuka wayo kuri twembi abato n'abakuru.

Umuryango Global Advance wemera ko Imana yatunganyije mu buryo bwihariye ab'igihe kizaza, ikaba impano, ubuhanga n'ubushobozi isi ikomeye. Twifuza gushyigikira ab'igihe kizaza kugira ngo basohoze intego nkuru y'Imana, gutera intege itorero ryo mu isi, no kwinjira mu mico yose hifashishijwe Ubutumwa bwiza. Kandi, twifuza gukora ibi mu buryo buri rusange.

Nishimiye cyane kuri gahunda nshya y'umuryango Global Advance yerekeranye no gukorana n'Ab'igihe kizaza. Dufite inshingano yo gushora ibyacu mu bayobozi bakizamuka kandi bazakurikira. Dufite inshingano kandi yo gufasha abayobozi bariho kugira ngo bakorane neza n'ab'igihe kizaza. Iki ni cyo gitabo cyacu cya mbere cy'umuryango Global Advance Cyibanda ku bayobozi b'Igihe Kizaza. Twizera ko iki gitabo ari umugisha kuri wowe.

**Guhagurutsa Ab'Igihe Kizaza     i**



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Reka dufatanye kugira ngo urubyaro rwo mu gihe kizaza bazamenye Kristo  
kandi bazane impinduka mu isi yacu!

Twishimiye inshingano,

Jonathan Shibley

Perezida, Global Advance

## INTANGIRIRO

*“Ariko mwebweho muri ubwoko bwatoranijwe, abatambyi b'ubwami, ishyanga ryera n'abantu Imana yaronse, kugira ngo mwamamaze ishimwe ry'lyabahamagaye, ikabakura mu mwijima ikabageza mu mucyo wayo w'itangaza.”* 1 Peter 2:9

Nta na rimwe isi yigeze yifuza ibyiringiro n'ukuri nk'uko ibikeneye uyu munsu. Ni gake urubyaro rwahuye n'umwijima ukomeye mu buryo bw'umwuka n'ibibazo byinshi muri sosiyete nk'urubyaro rw'abakiri bato bari mu ngo zacu, muri za segonderi zacu naza kaminuza,, binjira mu isoko ry'ubucuruzi, ndetse basengera mumatorero yacu. Abenshi muri bo bafite ibikoresho by'itumanaho kandi bakoresha imbuga nkoranyambaga zibafasha kuganira no kubaka ubushuti n'abatye isi; nyamara abenshi babuze uburyo bwateza imbere ubuyobozi bugambiriwe mu matorero yabo, mu burezi, cyangwa ahantu hakorerwa ubucuruzi. Bakeneye ubufasha kugira ngo basingire uruhare rwabo nk'abashyiraho uburere n'intumwa za Kristo mu bice byagutse bashobora kuzanamo impinduka.

Nubwo umurimo usa naho ukomeye, twasezeranijwe ko Ubutumwa bwiza buzabwirizwa mu isi yose mbere yuko Kristo agaruka kujyana Itorero rye. Abo mu mahanga yose, indimi zose n'amoko yose bazagira amahirwe yo kumva no kwakira Ubutumwa bwiza mbere yuko Imana isarura bwa nyuma.

Umugambi w'Imana wo gucungura ni uguhagurutsa abayobozi bafite inshingano ikomeye bo mu bisekuruza byose kugira ngo bakomeze intego yayo mu isi. Umuryango Global Advance wizera ko aba bayobozi bagomba kwiyemeza kandi bakarerwa n'abayobozi mu by'umwuka n'ab'amatorero bariho kugira ngo bategurwe neza maze babashe gukorera mu duce tw'iwabo no mu mahanga.

M kwizera ko abayobozi mu by'umwuka b'igihe kizaza ari igikoresho cy'Imana mu kwamamaza ishimwe ryayo no kujyana umucyo w'ubutumwa bwiza mu isi y'umwijima, umuryango Global Advance wasohoye gahunda

**Guhagurutsa Ab'Igihe Kizaza a**



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Nshya mu mwaka wa 2016 ivuga ku b'Igihe Kizaza mu. Mbere yo gukora ibitabo cyangwa gutegura ibikorwa by'inama n'amahugurwa, umuryango Global Advance wahisemo kuyobora isuzuma ry'ibikenewe ku bayobozi b'umwuka bari hagati y'imyaka 18 na 35.

Twasemuye iryo suzumamu ndimi nyinshi kandi turigeza mu mahuriro yacu ari mu isi yose binyuze mu isomo ry'amezi atandatu. Ibyavuyemo byaduhaye amakuru y'ingenzi cyane yadufashije kumenya uko twasubizanya ubushishozi ubukene bafite.

Hateguwe ibibazo kugira ngo hasuzumwe ingingo enye nkuru twizera ko zazana impinduka ku bayobozi b'Igihe kizaza. Ingingo ya mbere yavugaga ku cyuho kiri mu buyobozi bw'umwuka bwo mu itorero ryo mu isi. Iya kabiri yibandaga ku guhanga udushya, kwiyumvamo kuba rwiyezimirimo, hamwe n'urwego rw'ubwisanzure urubwirako rufite mu kuvuga ibitekerezo byabo byo guhanga udushya. Iya gatatu yavumburaga niba koko itorero rizabona mu buryo butandukanye uko ab'igihe kizaza batangiyeye kwiyumvamo inshingano z'ubuyobozi mu materaniro cyangwa mu duce baherereyemo. Ingingo ya kane yibandaga ku isuzuma ryabo ry'uburyo amatorero yamamaza ubutumwa bwiza mu duce aherereyemo. Yavumburaga kandi isuzuma ryabo ryihariye ku kwamamaza ubutumwa bwiza ku bantu batize n'uko bashyikirana na bo.

Mu gusubiza ibyavuye mu iri suzuma, umuryango Global Advance wampaye inshingano yo gukora igitabo kigenewe abayobozi bashyizweho mu ihuriro ry'uwo muryango rikoreramu isi yose. Twizera ko iki gitabo giteza imbere ubuyobozi, kizashishikariza kandi kigatanga ibisabwa ku bayobozi bariho no mu matorero ari mu isi yose kugira ngo barere kandi bashyigikire abayobozi mu by'umwuka b'Igihe kizaza.

Dawidi yasobanukiye ko abayobozi bashya mu by'umwuka bakwiriye kubyutswa kugira ngo imigambi y'Imana igere mu hazaza. Dawidi yinginze Imana ngo ntitume ava mu isi atarasangiza by'ukuri ibyo yamenye n'ubunararibonye bwe ku b'Igihe kizaza. Yari afite icyifuzo cyo gukomeza kuba umuyobozi mwiza mu by'umwuka kandi wizewe. Nanone kandi Dawidi yifuje cyane kubona abandi

## **b Intangiriro**

Bamenya ibyo yishimiye mu rugendo rwe rw'umwuka – umubano wimbitse kandi mwiza yagiranye n'Imana. “Mana, ntundeke kugeza igihe mera imvi z'ubusaza, Ntarabwira ab'igihe kizaza iby'amaboko yawe, Ntarabwira abazavuka bose gukomera kwawe.” Zaburi 71:18

“...Tubwire ab'igihe kizaza ishimwe ry'Uwiteka, N'imbaraga ze n'imirimo itangaza yakoze.” Zaburi 78:4

Igihe abayobozi bashyizweho basomye kandi bagatekereza kuri ibi Byanditswe, bigaragara neza ko iyi nshingano itari iya Dawidi n'urubyaro rwe gusa. Uyu ni umuhamagaru abayobozi bo mu bihe byose bakwiriye gusangira. Dufite inshingano yo gushora ibyacu byose mu b'abayobozi mu by'umwuka b'igihe kizaza. Umurimo wacu ni ukumenya neza niba basobanukiwe imbaraga, ibikorwa bikomeye, n'imirimo y'Uwiteka ikwiriye gushimwa, maze bakagira ubusabane bwiza n'Uwo Dawidi yise “Imana yanjye”.

Ni gute amatorero n'abayobozi mu by'umwuka bategura kandi bagashishikariza ab'igihe kizaza kuvamo abayobozi bafite inshingano ikomeye? Ni gute imiryango iriho uyu muni, nka Global Advance, ikorana bya hafi n'abayobozi kugira ngo bakore neza uyu murimo? Dufite icyizere ko iki gitabo kizatanga ibisubizo kuri ibi bibazo, kandi ko Umwuka Wera azakoresha aya mahame yo guteza imbere ubuyobozi agashyira icyerekezo mu mitima yanyu ndetse akabaha ibikoresho mu maboko yanyu kugira ngo murere abayobozi b'igihe Kizaza.

Mu biganiro byacu by'ubuyobozi, twasanze tutakwerekana icyitegererezo giteza imbere ubuyobozi bw'ab'igihe kizaza, kuko ibyitegererezo bidakunze guhura neza bitewe n'imico y'abantu itandukanye n'ahantu bari hatandukanye. Ibyitegererezo bishobora kuba bitagihuje n'igihe cyangwa bikagenda bisaza uko igihe gishira. Ni cyo gituma, twahisemo gutanga amahame ya Bibiliya afatika yo gushishikariza, kurera no gushyigikira abayobozi b'igihe kizaza, twizera ko aya mahame azarenga imbibe z'imico itandukanye kandi agashyirwa mu bikorwa mu bice byose.

Amahame arindwi ni yo yatoranijwe muri iki gitabo. Nta geragezwa

**Guhagurutsa Ab'Igihe Kizaza      c**



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Ryabayeho kugira ngo hatangwe urutonde rwuzuye, ahubwo twibanze ku mahame yihariye twizera ko azagira akamaro mu kugufashakuba umutoza mwiza w'abayobozi b'Igihe Kizaza. Buri hame ritangizwa n'imirongo y'lbyanditswe itanga urufatiro rushingiye kuri Bibiliya cyangwa ishusho y'ihame. Ibyanditswe bisubiwemo. Imirongo yose y'lbyanditswe, keretse iyagaragajwe, yakuwe mu ngeri ya Bibiliya Yera. (Zondervan Publishing House (Grand Rapids Mich.) 2005)

Inshuro nyinshi, tuzakoresha urugero rwa Yesu, kuko yakoresheje aya mahame yose mu guteza imbere ubuyobozi mu by'umwuka mu bigishwa be. Mu gushyigikira ubumenyi bwawe n'ibyo utekereza nasize umwanya wadusangizaho ibitekerezo n'ibyavuzwe n'urubyiruko rwo mu bihugu byitabiriye isuzuma ryacu rirebana n'ibikenewe ku rwego rw'isi. Ku mpera yigice cyose, natanze ibibazo bisaba umuntu kwitekerezaho, isengesho rigufi, n'igice cyo gutera intambwe no kwerekana ibyo wifuza kugeraho. turakwinginga gukoresha neza aya mahirwe mu gihe witegura gutangira iyi gahunda y'Ab'igihe Kizaza no gushyiraho uburyo bwo kuyibashishikariza.

Imana iguhe umugisha,

Keith R. West, MAGL

**d Intangiriro**

GAHUNDA KU B'IGIHE KIZAZA



## **RWA CYANE MU ISI MU MWAKA WA 2016**

Mbere yuko dutangirana n'Amahame Arindwi yo Guteza imbere Ubuyobozi bw'Ab'igihe Kizaza, ndashaka kugusangiza iby'ingenzi bimwe umuryango Global Advance wamenye mu isuzuma ryo mu 2016 ryigaga ku bikenewe ku rwego rw'isi birebana n'Ab'Igihe Kizaza.

### **IBISUBIZO KU RWEGO RW'ISI**

Umuryango Global Advance wasemuye Isuzuma ryakorewe kuri murandasi rivuga ku bikenewe ku rwego rw'isi mu ndimi 9 kandi ririshyira ku rubuga rwabo rwa murandasi. Mu mezi atanu isuzuma ryakorewemo, twabonye ibisubizo 438 bivuye mu bihugu 24 bihagarariye utu turere dukurikira: Amerika yo mu Majyaruguru, yo Hagati, n'iyi mu Majyepfo ya Amerika na Karayibe; Uburayi bw'Iburengerazuba; Aziya y'Iburengerazuba, yo mu Majyepfo, yo mu Burasirazuba hamwe na Aziya yo mu Majyepfo ashyira Iburasirazuba; Afurika yo mu Majyaruguru, iyo mu Burengerazuba, iyo mu Burasirazuba n'iyi mu Majyepfo hamwe na Ositarariya.

Ikindi, amasuzuma menshi yayobowe imbona nkubone mu bikorwa by'umuryango Global Advance birebana n'Ab'Igihe kizaza haba muri Amerika y'Amajyaruguru, muri Ekwatoro, Panama, muri Shili, muri Sudani y'Amajyepfo, muri Kameruni, Viyetinamu, Ubushinwa, na Nepal. Igisubizo mu buryo bwagutse cy'ibi bikorwa by'imbona nkubone cyaturutse muri Ekwatoro.

Ibihugu byari bihagarariwe cyane mu Isuzuma ry'Ibikenewe ku rwego rw'isi ni Leta Zunze Ubumwe za Amerika aho 91 baryitabiriye, Ekwatoro yitabiriwe na 75, Sudani y'Amajyepfo 43, na Hayiti 31. Abagore ni bo bitabiriye ubushakashatsi cyane kurusha abagabo ku gipimo cya 6%. Kimwe cya kabiri cy'abitabiriye iri suzuma bari abantu bafite imyaka iri hagati ya 18 na 25, abongeweho ni 24% bari hagati y'imyaka 26 na 30.

### **UMUCO W'UBUYOBOZI**

Ubabajije cyangwa ntubabaze bemera ko hari icyuho mu muco w'ubuyobozi bw'itorero ku rwego rw'isi, 48% barabyemera cyangwa babyemera cyane, 19% bakabihakana cyangwa bakabihakana cyane

**Guhagurutsa Ab'Igihe Kizaza i**

**[www.globaladvance.org](http://www.globaladvance.org)**



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Abasigaye 33% barifashe.

Mu kubasaba gutekereza ibyerekeye kwagura ubuyobozi bwabo, twababajije icyo urubwiruko rwabonye nk'ikibazo gikuru kibakomereye. Igisubizo cyo hejuru cyari 31% cyavugaga ngo *“kwimenya bihagijekugira ngo mbone aho nataga umusanzu munini.”* Aya mahitamo yabonetse cyane mu Banyarumaniya n'Abashinwa bitabiriye isuzuma. Igisubizo cya kabiri cyari hejuru ni 28% cyavugaga ngo *“kubona umutoza wo kunyobora.”* Iki gisubizo cyabonetse cyane mu Banyamerika bo mu Majyaruguru n'Abanyaviyetinamu bitabiriye iri suzuma. Tubona ko 11% bahisemo *“gutinya gutsindwa”* nk'ikibazo kibakomerera. Aya mahitamo yabonetse cyane mu Banyamerika bo mu Majyaruguru maze aboneka gake mu bitabiriye isuzuma bo muri Aziya y'Iburasirazuba bwo Hagati.

Twabajije ibintu byafasha cyane abayobozi b'Igihe Kizaza kugira ngo batsinde ibi bibazo by'ubuyobozi, maze 49% basubiza ngo *“ubuvugizi bufasha abayobozi bashyizweho gusobanukirwa neza no gutera intege urubyaro rwanyje.”* Igisubizo cya kabiri cyatanzwe na benshi cyavugaga ngo *“Ibikoresho byo kwisuzuma byamfasha gusobanukirwa neza amahirwe ankwiriye”* ibi byatanzwe n'abantu bagera kuri 41%.

## GUHANGA UDUSHYA

Igihe babazwaga niba bemera cyangwa bahakana ingingo ivuga ngo *“mfite ubwisanzure bwinshi mu gace ntuyemo bwo kuvuga ibitekerezo bishya n'uburyo bushya bwo gukora ibintu”* 46% baremeye cyangwa bemera cyane. Ijanisha ryo hejuru kuri ibi bisubizo ryaturutse mu bantu bavugaga icyongereza hamwe n'Abanyarumaniya. Ijanisha ryo hasi rituruka mu Barusiya aho 36% bahakanye cyangwa bahakana cyane ko bafite ubwisanzure mu bice batuyemo. Ijanisha ryo hasi cyane ry'abahakanye cyangwa bahakanye cyane ryavuye mu bantu bavugaga icyesipanyole. Twasanze 19% ari abifashe.

Twabajije ngo *“ni ayahe mahirwe agushishikaza cyane?”* Ibisubizo byerekana ko 36% bahisemo *“kurema ikintu gishya kandi cyihariye,”* 29%

## ii **Incamake ku Isuzuma ry'Ibikenerwa cyane ku isi Ryo mu Mwaka wa 2016**

bahitamo gufata ikintu cyangiritse bakagisana, 19% bahitamo gufata ikintu gisanzwe gikora ariko bakagikora neza cyane birushijeho maze 16% bahitamo gukoresha neza ikintu gisanzwe gikora neza.

Igitangaje, ni igihe babazwaga akamaro cyangwa isano bagirana n'ishyirihamwe bikabatera gukorana na ryo, 57% batoranyije igisubizo kivuga ngo; "ishyirahamwe ryifuza gukorana nanjye rigamije guhindura cyangwa kurema umuco" naho 43% bahitamo igisubizo kivuga ngo "ishyirahamwe rifite ibikorwa byinshi."

#### ITORERO RY'AHAZAZA

Mu gusubiza ikibazo kivuga ngo, "Itorero rireba urubyaro rwanjye mu buryo butandukanye," 61% basubije ko babyemera cyangwa babyemera cyane. 17% gusa basubiza ko babihakana cyangwa babihakana cyane, mu gihe 22% bifashe.

Igihe babazwaga kwerekana ijamba risobanura neza uburyo itorero cyangwa amashyirahamwe yabo akorana n'ab'igihe kizaza, 34% basubije ko babaha inshingano muri gahunda nshya kandi bagateganya amikoro abafasha kugera kuri urwo rubyaro rwabo, 27% berekanye ko amatorero yabo yari afite ibibazo bifite aho bihurira n'ab'igihe kizaza naho 21% basubiza ko abayobozi babo bategaga amatwi ab'igihe kizaza kandi ko bashakaga uburyo babakoresha.

Twabajije abitabiriye ubushakashatsi kwerekana uburyo itorero ryiza rikorana n'ab'igihe kizaza. Ibarura ryerekanye ko itorero ryiza ryibanda ku bantu b'ingeri zose bo mu gace runaka, ribareberera kandi ribaganiriza, kugira ngo ribakangure ndetse ribahe amikoro kandi ko rigira ibikorwa byinshi by'urukundo biteza imbere imibereho y'abantu.

#### UBUTUMWA BWIZA

Twashishikajwe n'ubumenyi bafite ku butumwa bwiza, nuko turababaza ngo, "Ni gute wakwerekana uburyo ushyikirana n'ubutumwa bwiza?" Twasanze 56% bavuga ko bazi neza ubutumwa bwiza kandi



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Bashobora kubusobanurira abandi, mu gihe 39% berekanye ko basobanukiwe neza ubutumwa bwiza, ariko byabagoye kubusobanurira abandi.

Igihe twababazaga inama bifuzaga guha abayobozi b'itorero bo mu gace kabo zijyanye n'ubutumwa bwiza, 40% basubije ngo "Twereke inzira! Baho ubuzima bushingiye ku butumwa bwiza", 24% nanone basubije ngo "Fungura imiryango! Muduhe uburenganzira bwo gukora ibishoboka byose kugira ngo tugere ku bantu bataragerwaho n'umuntu n'umwe", 19% bahisemo ngo: "Mucane iziko! Mubwirize kandi mwigishe ubutumwa bwiza inshuro nyinshi" maze abasigaye 17% bahisemo ngo; "Mudutize ijwi! Reka dusakaze ubutumwa bwiza mu buryo bwiza kugira ngo tugere kuri benshi."

Igihe basabwaga gusubiza interuro ivuga ngo "Ubutumwa bwiza butangwa neza kandi mu buryo bwiza mu itorero ryanjye," 53% barabyemeye cyangwa se babyemeye cyane, 23% barabihakanye cyangwa babihakana cyane, maze 25% barifata. Ijanisha rinini ry'abahakanye cyangwa bagahakana cyane ni ry'abavuga ururimi rwa Viyetinamu hamwe n'Icyarabu baturuka mu Burasirazuba bwo hagati no muri Afurika y'amajyaruguru.

## IMYANZURO

Ibi ni byo umuryango Global Advance wamenye ku rubyaro rw'ahazaza mu Isuzuma ry'Ibikenewe ku Rwego rw'Isi ryo mu mwaka wa 2016:

- Hari icyuho mu buyobozi bw'itorero ryo mu isi.
- Abayobozi b'igihe kizaza bishimira cyane ubuyobozi n'ubutoza bushingiye ku kuri, inyungu rusange, gushyikirana, n'ubuyobozi bubaha amikoro.
- Abayobozi b'igihe kizaza ntibafite ubwisanzure mu kwerekana ibitekerezo byabo bishya n'uburyo bushya bwo gukora ibintu mu bice baherereyemo
- Abayobozi b'ahazaza bizera ko ikibazo gikomeye bafite ari ukwimenya bihagije kugira ngo babone aho bakwiriye kuba.
- Abayobozi b'ahazaza bageneye ubuvugizi bubafasha kumvwa no kugira uruhare mu matorero yabo no kubaha uburenganzira bwo

## **iV Incamake ku Isuzuma ry'Ibikenerwa cyane ku Isi ryo mu Mwaka wa 2016**

- Kwikorera isuzuma ku byerekeye ubutunzi.
- Abayobozi b'ahazaza bifuzaga gushyikirana n'ababatoza, igihe kimwe bagahura n'abatoza babigize umweuga, ndetse bifuzaga gukorana na bagenzi babo kugira ngo bongere udushya twabo.
- Abayobozi b'ahazaza bifuzaga ko ijwi ryabo ku byerekeye guhanga udushya ryakumvikana kandi rigakoreshwa mu bikorwa bigamije kugera ku rubyaro rwabo.
- Abayobozi b'ahazaza bakeneye gukorana n'imiryango kugira ngo bazane impinduka no kurema umuco mushya, kandi bifuzaga gukangurirwa ku rwego mpuzamahanga.
- itorerero ry'ahazaza rigomba kwibanda cyane ku bantu b'ingeri zose, ribahwitura, ribaha amikoro, ribareberera kandi ribaganiriza.
- Abayobozi b'ahazaza bafite ubumenyi ku butumwa bwiza kandi nta kibazo bafite ku birebana no kubugeza ku bandi.
- Ubutumwa bwiza bwigishwa neza kandi mu buryo bwiza mu matorero twakoreyemo ubushakashatsi.
- Abayobozi b'ahazaza bashishikajwe cyane no kumenya byinshi byerekeye intego za Gahunda izwi ku izina rya Esiteri hamwe n'izwi ku izina ry' "Isoko ry'Ubucuruzi" by'umuryango Global Advance.

## IBISUBIZO

Ibice birindwi bikurikira byakozwe kugira ngo bibe ibisubizo by'igihe runaka bishingiye ku byo twamenye ku basore bakiri bato bo mu mwaka wa 2016. Twihutiye cyane mu kwerekana ibyifuzo n'ibisabwa n'abayobozi b'ahazaza maze twumva tugize uruhare rwo kubavugira kugira ngo dufashe abayobozi bariho gusobanukirwa neza no kurera ab'igihe kizaza bakavamo abayobozi bafite inshingano ikomeye. Turakwinginga kwita ku ihame ryose no gutekereza ku Byanditswe n'ibitekerezo byatanzwe, usabe Umwuka Wera kukwigisha, kukwemeza, kugutera umwete no kugushubaza gufata umwambaro w'umutoza wo ku rwego mpuzamahanga n'umuyobozi wa mbere mu bayobozi b'ahazaza mu by'umwuka.

Wibuke ko umuryango Global Advance ugusengera kandi usengera abasore n'inkumi Imana yaguhaye kugira ngo ubiteho. Noneho rero hina amaboko y'ishati maze ushyire amaboko yawe mu butaka budahingiyeye kugira uteze imbere ubuyobozi bw'ahazaza. Witegure isarura ry'ahazaza kandi wizere Imana ko izaguha umusaruro w'ibihe byose.

**Guhagurutsa Ab'Igihe Kizaza v**

## IHAME RYA 1: UBUYOBOZI BUDAHEZA

“Uku ni ko bizaba mu minsi y'imperuka, Nzasuka ku Mwuka wanjye ku bantu bose, Kandi abahungu n'abakobwa banyu bazahanura, N'abasore banyu bazerekwa, N'abakambwe babarimo bazarota. Ndetse n'abagaragu banjye n'abaja banjye muri iyo minsi, Nzabasukira ku Mwuka wanjye bazahanura.”  
Ibyakozwe n'Intumwa 2:16-18

“Arabasubiza ati ... icyakora muzahabwa imbaraga Umwuka Wera nabamanukira, kandi muzaba abagabo bo kumpama i Yerusalemu n'i Yudaya yose n'i Samariya, no kugeza ku mpera y'isi.” Ibyakozwe n'Intumwa 1:8

Ibyo Luka yavuze mu gitabo cy'Ibyakozwe n'Intumwa byasohozaga isezzerano Yesu yari yagiranye n'abigishwa be mbere gato y'urupfu rwe, na mbere yuko asubira mu ijuru. Yesu yasezeranye ko atazasiga abigishwa be nk'imfubyi, ahubwo ko azabohereza umufasha, Umwuka Wera, nk'impano izabaha imbaraga zo kuba abahamya be mu isi.

Abigishwa, bumviye itegeko rya Yesu, bagakunda guhura kenshi no kwiyegurira gusenga mu gihe cyose bari bategereje Umwuka Wera. Nk'uko yabisezeranye, Yesu Kristo yabatirishije abigishwa be Umwuka Wera kuri Pantekote, abasukaho imbaraga z'Imana n'ubutware ibyo bibera mu gace abigishwa be babarizwagamo ari bo baje kumenyekana nk' "Itorerero rya Kristo".

Bigaragara neza ko Yesu yifuzaga ko ubutumwa bwiza bugera ku mpera z'isi binyuze mu ntumwa ze zihawe imbaraga n'Umwuka Wera. Yari intego ye ko ubutumwa bwiza bubwirizwa, kandi ko amatorero ashingwa mu bihugu byose, imijyi yose no mu bice byose. Kugira ngo iyi intego nkuru igerweho, abayobozi mu by'umwuka bagomba guhaguruka mu bice byose by'isi. Kristo ntiyigeze yifuzaga ko abayobozi mu by'umwuka batitaho ibintu cyangwa ngo bibande ku gace kamwe gusa. Iyo biba gutyo, aba yarasutse Umwuka we ku bantu bake. Ariko, nk'uko umuhanuzi

**Guhagurutsa Ab'Igihe Kizaza 1**



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Yoweli yabanje kubitangaza n'Intumwa Petero akaza kubihamya, Yesu yasutse Umwuka Wera ku Itorero rye arihesha umugisha kugira go agakiza kagere mu mahanga yose.

*ABANTU BOSE “Uku ni ko bizaba mu minsi y'imperuka, Nzasuka ku Mwuka wanjye ku bantu bose.”*

Umunsi wa Pentekote usohoye, bose bari bari hamwe mu mwanya umwe bahuje umutima. Nuko umuriri ubatungura uvuye mu ijuru umeze nk'uw'umuyaga uhuha cyane, ukwira inzu bari bicayemo. Haboneka indimi zigabanije zisa n'umuriro, ururimi rujya ku *muntu wese wo muri bo*. Bose buzuzwa Umwuka Wera bose buzuzwa batangira kuvuga izindi ndimi nk'uko Umwuka yabahaye kuzivuga. Interuro zivuga ngo *“umuntu wese”* na *“bose”* zerekana ko nta n'umwe wasigaye cyangwa wanze gusukwaho Umwuka Wera. Igihe intumwa Petero yasubiragamo amagambo yo mu Isezerano rya Kera y'umuhanuzi Yoweli, mu cyibwirizwa cye gisize amavuta, yahamije ko Umwuka Wera yagombaga gusukwa ku *“bantu bose”*.

Muri iyi nkuru ya Luka, tuzi ko hariho byibura indimi 15 kandi amatsinda y'abantu yumvise ndetse abona ibihamya by'uko Umwuka Wera yasutse ku bizera muri icyo gihe. Birashoboka ko hari abantu bava mu bihugu bitandukanye kandi bavuga indimi zitandukanye, mu bantu benshi bari bateze amatwi Petero, kuko buri mwaka, ku munsi wa Pantekotesince abantu bateraniraga I Yerusalem yaturutse mu bihugu bitandukanye. Mbega ukuntu iki cyabaye igihe cyiza n'ahantu heza Itorero ryagombaga kuvukira, hakaba kandi n'ahantu heza Imana yerekaniye imbaraga zayo n'umugisha w'Umwuka Wera utuye mu bantu bayo uyu munsi.

Mu bihugu byinshi, amatsinda amwe y'abantu arahoterwa kandi akabuzwa uburenganzira bwo kugira amikoro abaha amahirwe yo kugira imibereho myiza. Uko siko bimeze mu Bwami bw'Imana! Igihe yandikiraga itorero ryo muri Efeso, ryari rihereye muri Aziya nto, intumwa Pawulo yabijeje ababwira ngo, : Nuko ntimukiri abashyitsi n'abasuhuke, ahubwo muri ubwoko bumwe n'abera ndetse muri abo mu nzu y'Imana,” Abefeso 2:19. Ku itorero

## 2

## IHAME RYA 1: UBUYOBOZI BUDAHEZA



ry'I Kolosayi Pawulo yaranditse ngo, *“Aho ntihaba Umugiriki cyangwa Umuyuda, uwakebwe cyangwa utakebwe, cyangwa umunyeshyanga rigawa cyangwa Umusikuti, cyangwa imbata cyangwa uw'umudendezo, ahubwo Kristo ni byose kandi ari muri bose.”* Abakolosayi 3:11.

Mbese itorero ryawe rigira ivangura cyangwa hari ubwoko bumwe bw'abantu ridatonesha? Haba hari abantu mu gace kawe badashobora kwakirwa mu itorero ryawe bitewe nuko baturuka mu bindi bihugu cyangwa mu bundi bwoko? Ugomba kwibaza nk'umuyobozi mu by'umwuka niba ubayeho ubuzima bwerekana indangagaciro z'ubwami bw'Imana kandi ugaragaza umutima w'Imana ifiteye amahanga.

Imana ishobora kuba iri kuguhwitura ngo uve mu mwanya mwiza urimo ahubwo utangire kubaka imibanire hamwe n'andi matorero cyangwa amoko y'abantu bo mu gace utuyemo. Imana ishobora kuba iri kukwemeza kureba, gutera umweteno kurera abayobozi bakomeye b'ahazaza bo mu bwoko cyangwa umuco bitandukanye n'ibyawe cyangwa bitandukanye n'itorero ryawe. Turagusengera kugira ngo Umwuka Wera agushoboze kuba umuntu wubaka ikiraro mu gace kawe, uhuze *“abantu bose”* babe umubiri umwe muri Kristo.

#### ABAHUNGU N'ABAKOBWA

*“Mu minsi y'imperuka... Abahungu n'abakobwa banyu bazahanura.”*

Mu Isezerano rya Kera, ntawumvaga abakiri bato



***“Itorero ryanjye  
rigizwe n'abakiri  
bato, ariko rigira  
udushya. Dushyira  
imbere cyane  
ibyerekeye guhanga  
udushya, ariko  
tukabishishikariza  
n'abakuru”***

**(Gabo, Imyaka 18-  
25, Romaniya).**





## KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE



***“Ndi muto cyane mu  
gace mbamo.  
Ibitekerezo byanjye  
ntawe byashishikaza  
rwose ni yo mpamvu  
nta we mbisangiza.”***

Cyangwa ngo bagire umwanya bahabwa muri sosiyete. N'abigishwa basa n'abahungabanyijwe igihe abantu bazanaga abana bato kuri Yesu kugira ngo abarambikaho ibiganza abasengere. N'abigishwa ubwabo barabacyashye kandi bagerageza kubabuza kwegera Yesu, kuko bibwira ko afite byinshi by'ingenzi akwiriye gukora. Yesu arabasubiza ngo, *"Mureke abana bato ntumubabuze kunsanga, kuko abameze batyo ubwami bwo mu ijuru ari ubwabo."* Matayo 19:14. Dushingiye kuri iki kiganiro, tubasha kumenya agaciro k'ubwami. Ba bandi bakunze kugaragara nk'abasuzuguritse hashingiwe ku mico runaka, bahabwa agaciro gakomeye mu bwami bwo mu ijuru. Intumwa Pawulo yari afite intego yo gutoza abahungu be mu kwizera. Intashyo yahaye Timoteyo zerekana umubano mwiza bari bafitanye. *"Ndakwandikiye Timoteyo, umwana wanjye nyakuri nibyariye mu byo kwizera. Ubuntu n'imbabazi n'amahoro bibe kuri wowe, biva ku Mana Data wa twese no kuri Kristo Yesu Umwami wacu."* 1 Timoteyo 1:2. Nuko kandi Pawulo yiyumvaga no kuri Tito, undi muyobozi muto yafatanga nk' *"umwana wanjye nyakuri ku bwo kwizera dusangiye"* Tito 1:4. Mu Ibyakozwe n'Intumwa 21, Luka yanditse ko Filipino wari umuvugabutumwa, umwe mu badiyakoni barindwi ba mbere batoranijwe mu itorerero I Yerusalemu *"yari afite abakobwa bane b'abari bahanuraga"*. Imana yabahaye umurimo w'ubuhanuzi mu muji w'I Kayisariya maze bakorana na se.

Ni gute uri gukora umurimo w'Umwuka Wera ufatanyije n'abahungu

n'abakobwa bo mu itorero ryawe cyangwa bo mu isoko ry'ubucuruzi? Ubaha agaciro kangana iki mu buyobozi bwabo no mu mpinduka bazana mu bwami? Ese uko babona ibintu n'ibitekerezo byabo hari icyo bikubwiye, cyangwa ntiwita ku bitekerezo byabo? Ubyakira gute niba Imana ibahaye ijwi ry'ubuhanuzi mu rubyaro rwabo? Ni iki uri gukora kugira ngo ubafashe kumvikanisha ijwi ryabo no kwagura impinduka bazana? Ibyiringiro byacu ni uko Imana izabaha umutwaro wo kuba ababyeyi b'umwuka kugira ngo batere intege abayobozi b'ahazaza.

## ABATO N'ABAKURU

“N'abasore banyu bazerekwa, N'abakambwe babarimo bazarota.”

Mu isi hari amatsinda abiri y'ikigero cy'imyaka akunze kwishyiriraho imipaka abo ni abato n'abakuru. Aho sosiyete zimwe zemera abakuru, izindi nyinshi ntizibemere. Akenshi uko imyaka y'abantu iri ni nako igendana n'impinduka bazana muri sosiyete. Ibitekerezo byabo, ubunararibonye bwabo n'ubwenge bwabo bishobora kutifuzwa cyane n'abari ku myanya izana impinduka. Aho batangira kwibeshya ko batagifite byinshi basangiza abandi ndetse bagatangira gukuramo akabo karengwe, bagatwara ubwenge n'impano byabo.

Abakiri batona bo bakunze kwishyiriraho imipaka, by'umwihariko iyo bigeze ku mahirwe y'ubuyobozi. Bakunze kumva ko ibitekerezo byabo no guhanga udushya byirengagizwa kandi ko nta n'umwe ubona ko aria bantu bahamye. Bumvaga ko abantu bakuru babafata nk'abari ku rwego rwo hasi kandi umuco w'ubuyobozi ntibawisangamo. Timoteyo, umuvugabutumwa muto yanyuze mu bigeragezo nk'ibyo igihe yayoboraga itorero ririmo abantu bakuru batigeze bamufata nk'umuntu uhamye. Inama y'ubwenge Pawulo yahaye umuhungu we basangiye kwizera yavugaga ngo *“Ntihakagire uhinyura ubusore bwawe, ahubwo ube icyitegererezo cy'abizera ku byo uvuga, no ku ngeso zawe no ku rukundo, no ku kwizera no ku mutima uboneye.”*<sup>1</sup> Timothy 4:12.

Umukiza wacu aha agaciro abo mu rubyaro rwose bari mu mubiri wa Kristo. Ni yo mpamvu yahisemo gusuka Umwuka Wera ku bato no ku bakuru. Abayobozi bariho bakwiriye kugenza batyo bakumva icyo Imana



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Ihishurira abato n'abakuru bagize umubiri wa Kisto ikoresheje Umwuka wayo. Imana iri guha itorero ryayo iyerekwa n'inzozi. Ugomba rero kubaha agaciro no kubaha icyubahiro kibakwiriye. Ukwiriye kuba umuyobozi mwiza uzirikana ko hari abo washinzwe kandi ukagendera ku kuri k'ubuhanuzi n'ubushishozi, ukamenya ko Imana yaguhaye izo nshingano nk'umuyobozi mu by'umwuka.

## ABAGABO N'ABAGORE

*“Ndetse n'abagaragu banjye n'abaja banjye muri iyo minsi, Nzabasukira ku Mwuka wanjye bazahanura.”*

Igihe Yesu Kristo yazaga, yatangiye indangagaciro z'Ubwami bw'Imana zari zitandukanye cyane n'umuco wariho. Yavuze ko yaje gucagaguza iminyururu no kubohora ababoshye. Iyi nkuru yakiriwe neza cyane kandi ibohora abagore bamwumvise yigisha. Ibiganiro bye byuzuyemo imbabazi no kubaha abagore byanditswe neza mu Byanditswe.

Dushingiye ku butumwa bwiza bwa Luka, uko Yesu yamamazaga inkuru nziza y'Ubwami bw'Imana, ni ko abagore benshi binjiraga mu itsinda rye kandi bashoboye *“kubafashisha ibyabo”* Luka 8:3. Aba bagore bifite bari abafatanya bikorwa na Yesu mu murimo we. Bari bafite inshingano zo guha amafaranga Yesu n'abigishwa mu gihe biri ngombwa mu murimo bakoraga wo kwamamaza inkuru nziza no gukiza indwara.

Yesu kandi yashimiye Mariya, mushiki wa Lazaro wahisemo kwicara ku birenge bye akumva inyigisho ye. Umuvandimwe wa Mariya witwaga Marita yahisemo gukora ibintu byinshi abona ko bikwiriye maze asigara inyuma y'ikibuga. Yesu yashimiye Mariya amurutisha Marita nubwo ibikorwa bya Marita byari byiza bihuye n'umuco. Uru ni rumwe mu ngero nyinshi zerekana uburyo Yesu yashyiraga imbere agaciro k'ubwami akabirutisha agaciro k'umuco n'imigenzo byariho icyo gihe. Intumwa Pawulo ayobowe n'Umwuka Wera yaravuze ngo, *“kuko mwese ababaturijwe muri Kristo muba mwambaye Kristo. None ntihakiriho Umuyuda cyangwa Umugiriki,*

ntihakiriho imbata cyangwa uw'umudendeze, ntihakiriho umugabo cyangwa umugore, kuko mwese muri umwe muri Kristo Yesu” Abagalatiya 3:27-28 . Mu Abefeso, Pawulo abwira itorero kugandukirana ku bwo kubaha Kristo. Iyi nyigisho ntabwo yari imenyereye cyane kandi ntibyari byoroshye kuyishyira mu bikorwa bitewe n’umuco wariho muri icyo gihe. Nyamara Pawulo yanditse ayobowe n’Umwuka maze atangaza ukuri kw’Imana n’ibyo Imana ishaka ku Itorero ryayo. Abizera bagombaga kumva no kumvira Ijambo ry’Imana, nubwo byari bitandukanye n’ibyifuzo cyangwa imigenzo ya sosiyete yabo.

Pawulo avuga abagore benshi m Byanditswe bafatanyije kwamamaza ubutumwa bwiza, akavuga n’abizera bagize umwete wo kumurwanira ishyamba bakaba mu ruhande rwe ku bwo kwizera. Inshuti ya Pawulo yitwaga Purisikila n’umugabo we Akwila bashinze itorero kandi batoza abayobozi bakomeye mu buryo bw’umwuka nka Apolo. Ludiya yari umugore w’umucuruzi ukomeye cyane i Filipi, uyu ukaba wari umujyi uteye imbere muri Aziya Nto. Binyuze mu bucuruzi bwe buteye imbere, yashoboye kuzana impinduka mu buzima bw’abandi bantu benshi. Imana yakoresheje Ludiya afasha abandi gushinga itorero rikomeye ry’I Filipi binyuze mu buyobozi bwe, mu mafaranga yatangaga, hamwe no mu kwakira abantu neza.

Umuryango Global Advance ukorera amatorero menshi ari hirya no hino mu isi. Amatorero amwe yizera ko imirongo imwe yo mu Isezzerano Rishya ibuza abagore kwigisha, kubwiriza cyangwa kujya mu buyobozi bw’itorero. Abandi bakabona ko amabwiriza Pawulo yahaye itorero ry’I Korinto nk’umwihariko ku matorero Pawulo yayaboraga muri icyo gihe, atari amabwiriza rusange ku matorero yose yo mu bihe byose. Abatekereza batya ni bo usanga batara intege abagore kugira ngo bakoreshe impano zabo zo kwigisha no kuyobora nk’abashumba, cyangwa kuba muri komite nyobozi y’itorero, gushinga amatorero, hamwe no kuyobora itorero.

Tutitaye ku myizerere y’ubuyobozi mu by’umwuka bw’itorero ryawe, menya neza ko hari abagore bafite ubushobozi bwo kuyobora kandi uwo mwanya bawufite, kandi bakeneye uwo kubatera intege, kubitaho no kubongera ubushobozi mu kuyobora neza imirimo yo mu itorero na gahunda z’isoko ry’ubucuruzi. Umwuka Wera yasutswe kuri bo, kandi Umwuka Wera ni we wahisemo ko impano



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ze ziba no ku bagore ku bwo kubakwa kw'itorero no gutunganirwa kwa sosiyete.

Mbese itorero ryawe cyangwa ubucuruzi bwawe byerekana indangagaciro z'ubwami mu kwita ku bagore nka bamwe mu bagize umubiri wa Kristo, cyangwa byerekana mu buryo bwaguye indagagaciro z'umuco w'aho utuye? Intego y'Imana ni uko abagore bagira uruhare rungana n'urw'abagabo mu gushyigikira umurimo w'ubutumwa bwiza kandi bakubahwa nk'uko bikwiriye ndetse bagaterwa intege kugira ngo bakoreshe impano z'umwuka n'ubuhanga Imana yabashyizemo. Mbese mu nshingano ufite nk'umuyobozi w'umwuka uvugira abagore? Mbese ujya uha amahirwe abagore kugira ngo batere imbere mu birebana n'ubuyobozi? Ni iki kigutera ubwoba cyane iyo bigeze kuri iyi ngingo yo guha ubushobozi abagore mu itorero ryawe, mu bucuruzi cyangwa mu gace utuyemo? Ubuyobozi mu by'umwuka bugomba kwakira buri muntu wese. Kristo yatanze urwo rugero rwiza mu murimo yakoze hano mu isi. Umwuka Wera aha ubushobozi abantu bose bagize umubiri wa Kristo: abantu bo mu bihugu byose, abahungu n'abakobwa bacu, abato n'abakuru, abagabo n'abagore. Muri kamere yacu nk'abantu dukunda guheza abantu bamwe, aho usanga ubuyobozi bugarukira ku bantu bake batoranyijwe. Imana igushoboze gutunganya neza ubuyobozi bwawe bushingiye ku cyo umutima w'Imana wifuzza, kandi ugire ubushake bwo gutoranya benshi bashoboka bazavamo abayobozi b'ejo hazaza mu gace utuyemo kandi uyoboreramo.

## IBYO GUTEKEREZAHO

1. Tekereza ku bayobozi wateje imbere mu myaka itatu ishize. Mbese muri iryo tsinda harimo ingeri z'abantu batandukanye? Ni he hari amahirwe yo gushyiramo abayobozi bashya?
2. Ni gute indangagaciro z'umuco n'ibyifuzo byawe ku birebana no guha abagore ubuyobozi bihura n'urugero rwa Yesu n'inyigisho za Pawulo twaganiriye muri iki gice?
3. Ni uruhe rubyiruko mu ishyirahamwe ryawe wizera ko rufite ubushobozi bwo kuyobora ariko rudakoresha? Ni gute wateza imbere ubwo bushobozi bwabo?

## ISENGESHO

Uwiteka, umutima wanjye wifuza kuba umuyobozi udaheza nk'uko Umwana wawe yari ameze igihe yagendaga hano mu isi. Mfasha kubikorera mu mucyo wa Yesu Kristo nakira abandi muri uru rugendo rwe rwo mu mwuka kandi nubawe abato n'abakuru, abagabo n'abagore, abahungu n'abakobwa, umfashe kwerekana ubwo buntu no kwakira buri wese. Nshoboza kutemera ko imigenzo y'umuco yantsikamira ngo imbuze kubaho ngendera mu ndangagaciro z'ubwami zemera abagore, abakuru, n'abato kugira uruhare mu buyobozi bw'umwuka. Unyuzuze ubuntu bwo kwakira no gutoza abandi batandukanye na nje, kandi igihe nkufasheho icyitegererezo mbashe kumenya ko bigushimishije. Mbisabye mu izina rya Yesu Kristo, umuyobozi w'ibihe byose.

Amen.

## INGAMBA & IGIHE

Fata umwanya muto maze utekereze ku buryo wakwakira abandi bayobozi bafite ubushobozi mu ishyirahamwe ryawe. Shyiraho igihe fatizo cyagufasha kubona itsinda ry'ubuyobozi bukomeye kandi bw'abantu b'ingeri zose.

<b>IBIKORWA BIKENEWE</b>	<b>IGIHE</b>



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

## IHAME RYA 2: UBUYOBOZI BUFITE INTEGO

*“Arababwira ati "Nimukurikire nzabagire abarobyi b'abantu.”* Matayo 4:19,

*“Bukeye azamuka umusozi, ahamagara abo ashaka baza aho ari. Atoranyamo cumi na babiri bo kubana na we, ngo abone uko aya abatuma kubwiriza abantu ubutumwa, abaha ubutware bwo kwirukana abadayimoni.”* Mariko 3: 13-15

Yesu yari umuyobozi ufite intego. Yakoraga ibintu byose ku bw'intego runaka. Guhitamo abo atoza ntabwo byari amahirwe cyangwa bimumunguye. Yari azi neza abo ashaka mu itsinda rye n'ibyari bikenewe kugira ngo abantu bahinduke abayobozi bazahindura isi. Uburyo yakoresheje bwari bworoshye kandi bwari bwiza bihebuje.

Icyifuzo cyeye kibonekera mu butumire bwe bwa mbere kwasabaga kumukurikira. Nkurikira. Nzabagira abarobyi b'abantu. Umwe gusa mu bigishwa be cumi na babiri ni we wananiwe ibyasabwaga. Abandi basigaye bahindutse abayobozi bakomeye kandi bazanye impinduka ari na byo yari yarabateguriye, kuko Yesu yari umuntu ugira intego. Ni izihe ntambwe Yesu yahisemo mu buryo bwe bwo guteza imbere ubuyobozi?

### GUTANGA URUGERO RWIZA ABANDI BAKURIKIZA

*“Atoranyamo cumi na babiri bo kubana na we.”*

Yesu yashakaga ko abigishwa be babana na we. Yaberetse urugero rwiza rw'ubuyobozi mu by'umwuka kandi abasha kuba mu buzima bw'ibigeragezo ari kumwe n'abo yahamagaye. Bajyaga kumureba ku masaha ya mu gitondo mu gihe cy'imyaka itatu yamaranye na bo abereka urugero rwiza rw'ubuyobozi mu by'umwuka.

Yesu yari afite intego igihe yozaga ibirenge by'abigishwa be mbere gato y'urupfu rwe. Uba umwanya wo gutanga



urugero rw'ubuyobozi bukorera abandi. Amaze kurangiza uyu murimo uruhije, yawutewe nuko hari icyo bari bakeneye (ibirenge byabo byasaga nabi kandi byari bikenewe kozwa) ndetse ibi abikora kugira ngo yerekane urukundo yakundaga abigishwa be, yababwiye ko bazahabwa umugisha ni bakurikiza urugero rwe.

Nanone kandi, Yesu yahishuye ko mu murimo yakoraga mu isi, yakurikizaga urugero rwa Se. Yababwiye ko yakoze ibyo yabonye Se akora. Abahumura amaso mu kubahamiriza ko Se agikora kugeza n'uyu munsi, kandi ko na we yaje kurangiza umurimo wa Se. Data wacu wo mu ijuru yabaye urugero yesu yakurikije kugira ngo asohoze kumvira binyuze mu buzima yabayeho mu isi, kandi Yesu na we ahinduka urugero rw'abizera bifuza kugendera muri uko kumvira. Tugomba natwe kurangiza umurimo Yesu yaduhaye gukora, kandi tuwurangiza igihe duhanze amaso Yesu, we Nyir'ukwizera kwacu utunganye rwose, ndetse tukabibashishwa no gushinga ikirenge cyacu mu cye.

*“Mugere ikirenge mu cyanjye, nk'uko nanjye nkigera mu cya Kristo.”* 1 Abakorinto 11:1

Intumwa Pawulo na we yatanze urugero rwiza rwo gukurikiza. Mu guca bugufi, yashoboye kugira inama abizera bo mu itorerero ry'I Korinto kugira ngo bamufatireho urugero nk'uko na we yigana Kristo. Ni abayobozi bake mu by'umwuka bake bashobora gukurikiza ibyo Pawulo yavuze, nyamara ibi ni byo twari dukwiriye kubwira abayobozi b'igihe kizaza. Twese turi inzabya zidatunganye, turi inzabya z'ibumba ariko ku bw'ubuntu bw'Imana n'imbaraga z'Umwuka Wera, dushobora gutanga urugero rwiza rw'ubuyobozi mu by'umwuka tugahindura abantu abigishwa mu gihe dukurikije urugero rwa Yesu Kristo.

Abayobozi b'igihe kizaza bakeneye ingero za Kristo. Ntibitaye ku gutungana, ariko bakeneye ukuri, guca bugufi, ubuyobozi bwuzuye umwuka bwababera icyitegererezo.





# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

## TANGA UMWANYA Wawe

Igihe Yesu yatangiraga umurimo we, yahise atoranya abagabo cumi na babiri bafite amateka atandukanye kandi bakoraga imirimo itandukanye kugira ngo babe abigishwa be. Yasize umwuga we w'ububaji kugira ngo agire igihe gihagije cyo kubwiriza ubutumwa bwiza, gukura abarwayi, kwirukana abadayimoni no guteza imbere abo bagabo kugira ngo bavemo abayobozi bakuze mu by'umwuka.

Mu myaka itatu yakurikiyeho, aba bayobozi bahuguwe na Yesu babana na we ndetse bakamukurikira aho yajyaga hose. Yari intego ye ko babana na we, bari bafite umwanya uhagije wo kubonana na we kandi bari bafite umwanya w'imbere muri gahunda ye ya buri munsu. Ku byerekeye izindi nshingano z'ubuyobozi, Yesu yasigaga umwanya wihariye wa Petero, Yakobo na Yohana.

Akenshi Yesu yashoboraga kwirengagiza amahirwe y'umurimo we akarekera aho kwigisha abantu kugira ngo abonere igihe gihagije abigishwa be cumi na babiri. Akenshi Yesu yashoboraga kugira byinshi yakora cyangwa yakora muri rubanda nyamwinshi. Rimwe na rimwe hari abantu bashoboraga gutaha badakize indwara zabo z'umubiri cyangwa iz'umwuka. Ntabwo ari uko Yesu atabagiriraga impuhwe nta nubwo ari ukwikunda kwe, ahubwo yashyiraga ibintu ku munzani, agatanga urugero rwo gukora umurimo yita cyane ku bifite akamaro mu by'umwuka n'umubiri byafasha umuyobozi kugira ubuzima bwiza, gukura mu buryo bw'umwuka, n'umurimo ugatera imbere. Yesu yatanze urugero ku bayobozi bose bo mu bihe byose ku byerekeye gutanga umwanya, imbaraga, imibanire, no kuzana impinduka. Yashoboye gushyiraho imbibe nzima kandi ntiyemereraga abantu ko bamutegurira gahunda ye y'umunsu. Abayobozi b'igihe kizaza bakeneye kubona uburenganzira mu buyobozi bwawe, kandi ibyo bishoboka gusa igihe ubahaye umwanya wawe.

## AGURA URUZIGA RW'ABANTU Bawe BA Hafi

Nubwo Yesu yagiraga abantu bamuba hafi cyane ari bo bigishwa be batatu akongera kandi agakunda abigishwa be cumi na babiri, yagiriraga umwanya n'abandi bigishwa benshi yatoje, akabohereza kandi akabahgura, igihe bari bavuye

mu murimo bari bagiyemo. Bitewe n'ubutumwa bwiza usoma, umubare w'iri tsinda wari mirongo irindwi cyangwa mirongo irindwi na babiri.

Nanone kandi, ihame ngenderwaho ni rimwe. Rimwe na rimwe Yesu yashoboraga kwagura abo bakorana, akagira abo yongeramo, ndetse agaha umwanya iryo tsinda rinini ry'abigishwa be bagombaga kuzavamo abayobozi bakomeye bo mu gihe kizaza.

Birashoboka ko nawe ufite itsinda rito ry'abantu baba hafi yawe uri gutoza kugira ngo bazavemo abayobozi mu by'umwuka. Ushobora kugira abayobozi bagera ku icumi cyangwa cumi na babiri bafite uburenganzira bwo kugera ku buyobozi bwawe. Ndashaka kugutera intege zo kwagura abantu bakuba hafi buri gihe kugira ngo wemerere abayobozi bashya b'ejo hazaza kugira uburenganzira ku buyobozi bwawe. Ubahe amahirwe yo kwigira ku buyobozi bwawe kandi ubemerere kubaza ibibazo. Taga imikoro y'ingirakamor mu murimo yabafasha kwagura kwizera kwabo n'uburyo bushya bakora ibintu. Rimwe na rimwe, utumire umwe cyangwa babiri muri bo mu nama nyobozi cyangwa mu nama y'abakuru kugira ngo bige uko amatsinda y'ubuyobozi bwiza akora. Nyuma y'inama, umarane nab o iminota mike ubahe umwanya wo kubaza ibibazo no kukubwira ibyo bashoboye kubona. Fata itsinda rito ry'abayobozi bakiri bato ubatware mu biterane cyangwa ubajyane mu mwiherero w'iby'umwuka kugira ngo barusheho kugira umubano wimbitse na Data.

Ntabwo ari ngombwa gushaka uwundi mwanya n'ahandi hantu muri gahunda yawe usanganywe kugira ngo wagure itsinda ry'abo mukorana. Ahubwo tekereza gusa uburyo wakoresha inama n'ishyaka usanganywe maze ubatumire babane na we. Aya mahirwe azaba asobanuye byinshi kuri bo, kandi bizabafasha kwiga amasomo y'ingenzi cyane mu buyobozi bwawe. Ushobora gusanga ibyo bihe bibaye ibidasanzwe mu cyumweru cyawe cyose.

Nubwo abo uzibandaho cyane ari bamwe mubana cyane, ni byiza ko wigana urugero rwa Kristo, rimwe na rimwe ukagerageza kwagura itsinda ry'abo mukorana. Abo mirongo irindwi kongeraho abigishwa Yesu yohereje bungutse byinshi mu murimo, kandi babona Imana ibakorera igihe bariho bakora umurimo Yesu yari yabashinze. Uku kwagura itsinda ry'abakoranaga na Yesu



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

byazanye umusaruro mwiza mu bwami. Nawe ushobora kubona ko gutegura abayobozi b'igihe kizaza bizatanga umusaruro mwiza nk'uwo.

N'uyu muni, Imana ishobora kuba iri kugutera intege zo kwagura abantu baba hafi yawe. Ishobora kuba iri kuguha igitekerezo kimwe cyangwa bibiri byagufasha kwinjiza abayobozi b'igihe kizaza ubaha amahirwe yateza imbere ubuyobozi bwabo. Senga kugira ngo Imana ikuyobore, utegure gahunda nziza kandi uyikurikize. Ubwenge n'ubumenyi bw'umwuka usangiza abayobozi bashya bifite akamaro kanini.

## KUSANYA AMIKORO YATEZA IMBERE UBUYOBOZI

Igice cy'ingenzi giteza imbere ubuyobozi mu by'umwuka ni ugukusanya ubushobozi bw'amafaranga. Nubwo bitavugwa cyane, Yesu yagiraga itsida rimufasha mu buryo bw'amafaranga ryagendanaga na we maze bakamufasha mu byo umurimo we ukeneye, bagafasha n'abigishwa be (Luka 8:1-3). Intego y'ubu bushobozi bw'amafaranga kwari ugushyigikira Yesu n'abayobozi cumi na babiri bariho bategurwa mu murimo bari bariyemeje, ubwo bushobozi kandi bwafashaga mu guteza imbere ubuyobozi. Uko ni ko abo bantu bateraga inkunga umurimo w'Ubwami bw'Imana. Ntaho tubibona neza ko Yesu yigeze asaba ubufasha bw'amafaranga aba bafatanyaga bikorwa be ku buryo bamutera inkunga muri ubu buryo, cyangwa se ngo tuvuge ko bayobowe n'Umwuka Wera kugira ngo bakore uyu murimo w'ingenzi wo gutanga inkunga y'amafaranga. Ariko rero, tubona neza ko amikoro yaje mu gihe cyiza agafasha Yesu kwibanda mu guteza imbere ubuyobozi.

Ni ukuri ko abayobozi benshi batura ahantu hari amikoro make; ariko twese dufite ubushobozi bwo gukora gahunda y'ibiri imbere, tugasobanura neza icyerekezo, tugasaba Imana gutanga amikoro, tukizera Imana ko izatanga byinshi, kandi tugashyira imbere inkunga zifasha umurimo ari na zo zitanga amikoro yo guteza imbere ubuyobozi.

icyifuzo cyo guteza imbere ubuyobozi mu by'umwuka gishobora gutera intege amatorero amwe yo mu gace kawe maze agatanga amikoro yabo kugira ngo mukorere hamwe mubashe kurangiza ibyo batakwishobozwa mutari hamwe. Ubu buryo bwo gushyira hamwe butera intege umubiri wa Kristo kandi bufasha kurangiza umurimo w'Imana.

## BA ICYITEGEREREZO CY'UBUYOBOZI BWIZA

Yesu yabaye icyitegererezo cy'ubuyobozi bwiza. Ni nacyo cyatumye yemerera abigishwa kubana na we no kumukurikira mu gihe cy'imyaka itatu. Yashakaga ko ubuyobozi bwe buzana impinduka kandi bukigisha ubuyobozi bw'abigishwa be. Abigishwa bagize amahirwe menshi yo kubona Yesu abaho ubuzima bw'ibyo yigishaga. Babonye uko yafataga neza abantu, ibyo yashyiraga imbere, uko yashimiraga ifunguro, uko yahitagamo kuva muri gahunda nyinshi maze akamarana umwanya na Se, nuko yerekanye urukundo akunda abantu, ku buryo nta n'umwe utarifuzaga kwifatanya na we. Yesu yerekanye kugira neza biciye mu guca bugufi, urukundo binyuze mu gukorera abandi, kwihangana binyuze mu gutotezwa, hamwe n'imbabazi n'ubuntu.

Abayobozi b'igihe kizaza bo mu itorero ryawe cyangwa mu bucuruzi bwawe bakeneye abayobozi bakomeye bakurikira. Bakeneye ko ubabera icyitegererezo cy'ubuyobozi bwiza kandi ukabafasha guteza imbere ubuyobozi bwabo. Nanone kandi, gukora neza ntibisobanura gutungana, ahubwo ni ugukora nka Kristo. Mbese uri icyitegererezo cy'ubuyobozi bwiza ku bayobozi b'ejo hazaza?

## KUZAMURA UMUCO W'UBUYOBOZI BUZIMA

Yesu yahisemo abantu batandukanye mu buryo bw'irangamimerere n'ubukungu, mu myizerere y'idini n'akazi. Abemerera kuba abo bari bo, mu kudatungana bari bafite, kwiciraho urubanza no mu gushidikanya kwaco. Bagize umudendeze wo kuba abanyabyaha bakunzwe badakwiriye no mu gihe ndetse bagiraga impaka hagati yabo, bakaburana kandi buri wese agashaka kuba imbere no kuba uw'ingenzi. nubwo Yesu yabahinduye abantu bakomeye bagombaga kujyana Inkuru Nziza ku mpera z'isi, Yari asobanukiwe ko gutoza abantu mu buryo bw'umwuka ari urugendo rwo kwiga no gukura rushobora kuba rubi kandi rutihuta. Yesu asa n'uwabonye diyama mu butaka bukomeye kandi koko abayobozi bakomeye mu by'umwuka bava mu bantu badakuze mu by'umwuka.

Ni ibihe bintu byerekeye umuco w'ubuyobozi Yesu yashyizeho? icya mbere, buri wese muri aba bayobozi yari azi ko yatoranyijwe.



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Yesu yashatse buri wese ku giti cye kandi aramutumira ngo abe mu itsinda rye. Bari bazi ko ari aba Yesu. icya kabiri, buri gihe Yesu yavugaga ukuri mu rukundo. Petero n'abandi bigishwa bari bazi neza iki kintu nka kimwemu byarangaga ubuyobozi bwa Yesu. icya gatatu, Yesu yashyizeho umuco w'ubuyobozi bukorera abandi burangwa no guca bugufi no kwemera kuba uw'inyuma. icya kane, Yesu yashyizeho umuco w'ubuyobozi bwo kuba intumwa, bukorera mu barwayi no mu bakene, ubuyobozi bumarana umwanya n'abasoresha n'abasambanyi andi butanga urugero rwo kugwa neza no kugira ubuntu ku bakene ubufasha bese. Yesu yashyizeho umuco w'ubuyobozi burangwa n'ubuntu n'imbabazi.

## SHYIRAHU AMAHIRWE MEZA YO KWIGA NO GUSHYIRA MU NGIRO

Yesu yahaye abigishwa be amahirwe menshi yo gushyira mu bikorwa ibyo bari bigishijwe binyuze mu byo babonaga hamwe n'inyigisho z'ubutware za Yesu. Ingero ebyiri nziza kandi zizwi cyane ni igihe yoherezaga abigishwa cumi na babiri kujya kuvuga ubutumwa bwiza, gukiza abarwayi no kwirukana abadayimoni. Ikindi kandi yahaye inshingano itsinda rinini ry'abigishwa ngo na bo bagende kuvuga ubutumwa.

Yesu yari yiringiye ibikomeye mu bigishwa be. Yabohereje mu butumwa bagenda badafite impamba, amafaranga y'urugendo, adafite aho gucumbika. bajyanye ubutumwa gusa n'ibikapu birimo imyenda yabo. Nyamara bagaruka mu rugo bishimye ku bw'imirimo bari bakoze, banezezwa n'uko Imana yabakoresheje ibikomeye kandi ko bagiriwe icyizere cyo gukora umurimo batari kumwe na Yesu nk'abari biteguye kumusimbura. Yesu yizeye ko babona ahantu bashobora kuba, aho babwiriza kandi bigishiriza, ndetse bakagira ubutwari bwo guhamagarira abantu kugira ibyiringiro. Yesu yari kujyana nab o ntavuge, akabitegereza gusa, ariko yifuje ko biga kandi bagashyira mu ngiro ibyo bigishijwe kugira ngo bazamure icyizere cyabo kandi bazane itandukaniro rizarama mu buzima bw'abantu. Igihe bagarukaga mu rugo bazaniye Yesu amakuru, bamubwira uko Imana yakoreye muri bo, Yesu ntiyahise abicaza ako kanya kugira ngo atangire kubabwira uko bari kubikora neza. Ahubwo byaramushimishije, yishimana na bo. Yishimiye

ibyo bakoze. Ku bigaragara yibanze kuri iyi myitozo igamije kubahugura no kubategura ku bw'umurimo wari ubari imbere w'ahazaza h'isi.

Nawe ni uko, ufite ubushobozi bwo gushyiraho amahirwe meza ku bayobozi b'ejo hazaza bo mu itorero ryawe cyangwa mu ishyirahamwe ryawe kugira ngo bakore kandi bashimangire ibyo bize mu buyobozi bwawe. Nyamra kugira ngo ibi bigerweho, bamwe mu bayobozi bari gusoma iki gitabo barasabwa kugira ibyo batunganya neza. Icyamba mbere, ukwiriye kwiga uko wakwizera abayobozi bawe b'ejo hazaza. Izere ko bakumvise kandi ko babonye ubuyobozi bwawe birenze uko bagaragara none. Izere ko igihe babona amahirwe yo gukoresha ubuyobozi bwabo batayapfusha ubusa, ahubwo byabazamurira.

Icyamba kabiri, ugomba kwerekana ko wizera ubushobozi bafite bwo gukora ibintu mu buryo butangaje. Ni iki amagambo n'umubiri wawe bitangaza igihe uganira na bo? Icyamba gatatu, ugomba kwagura kwizera kwabo no gutera intege intekerezo zabo. Bahe ibibazo bikomeye kugira ngo bahangane na byo. Bemere gushyiraho ibisubizo by'ibyo bibazo kandi ubareke babigiremo uruhare mu kubikurikirana hatabayemo uruhare rwawe. Izere umurimo w'Umwuka Wera mu kubayobora kandi ubiringire. Akeneye kwiga no gushyira mu ngiro umuco w'ubuyobozi bwuzuye ubuntu. Ntuzamenya icyo abayobozi b'igihe kizaza bashoboye kugeza igihe uzabaha amahirwe yo gukora mu mirimo y'ingenzi cyangwa mu mishinga y'ubucuruzi.

## IBYO GUTEKEREZAHO

1. Ni gute umuco w'ubuyobozi mu itorero ryawe cyangwa mu bucuruzi bwawe usobanurwa n'abaturimo? Ese bawusobanura nk'uwuzuye ubuntu, imbabazi, umuco w'ukuri, cyangwa bawusobanura nk'umuco wo gukora, w'ubwoba no kugenzura?
2. Ni ubuhe bushobozi bwateza imbere ubuyobozi ufite mu biganza byawe? Ni iyihe mirimo yindi cyangwa ubucuruzi mwakwifatanya kugira ngo mukusanye amikoro yateza imbere ubuyobozi bw'ejo hazaza? Ni gute wayobora itorero ryawe cyangwa



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

ubucuruzi bwawe kugira ngo uzamure uburyo burambye bw'amikoro bwafasha iterambere ry'ubuyobozi bw'ejo hazaza?

3. Ni ayahe mahirwe atatu akomeye washyiraho kugira ngo wagure abo mukorana maze ubashe kwinjiza abayobozi b'ejo hazaza? Koresha imbonerahamwe yerekana Ingamba & Igihe bigufashe kwandika ibitekerezo ufite maze wiyemeze gutangira kubikurikiza.

## ISENGESHO

Yesu, Mwami wanjye kandi Databuja, ndagushimiye ko uri umuyobozi ugira intego. Wari ufite intego igihe watoranyaga abagombaga kubana nawe. Nyamara kandi wagiraga umwanya wokwagura abo mwabanaga kugira ngo uteze imbere abandi bayobozi mu by'umwuka ngo babashe gusohozza imirimo ikomeye. Mfasha gukurikiza urugero rwawe rwo kugira ubuyobozi bufite intego. Umfashe kugira ngo ubuzima bwanjye bube urugero rwiza rushimwa n'Imana mbe umuyobozi mwiza mu by'umwukamu gihe ndi mu rugo, mu gace ntuyemo, no ku kazi. Umpe ubwenge bwo kumvira ubuyobozi bw'Umwuka Wera kandi hamwe na Mwuka Wera mbashe gushyiraho umuco w'ubuyobozi mu itorero ryanjye cyangwa mu bucuruzi byombi bibe bikomeye, byuzuye ubuntu n'imbabazi, kandi nite mu guteze imbere abayobozi b'ejo hazaza. Umfashe kuba umuyobozi mwiza w'igihe cyanyje kandi nshobore gutera intege abayobozi b'ejo hazaza nshingiye ku migambi yawe y'iteka ryose. Mbisenze mu Izina ryawe, Mwami Yesu.

Amen.

18IBIKORWA BIKENEWE	IGIHE



## IHAME RYA 3: UBUYOBOZI BW'IMIBANIRE

*“Atoranyamo cumi na babiri bo kubana na we...”* Mariko 3:14

*“Sinkibita abagaragu kuko umugaragu atazi ibyo shebuja akora, ahubwo mbise incuti...”* Yohana 15:15.

*“Urukundo yakunze abe bari mu isi, ni rwo yakomeje kubakunda kugeza imperuka.”* Yohana 13:1

### KUGIRA URUGWIRO

Yesu yabwiye umwe mu bari kuba abigishwa be ngo, *“Ingunzu zifite imyobo n'ibiguruka mu kirere bifite ibyari, ariko Umwana w'umuntu ntafite aho kurambika umusaya”* Matayo 8:20.

Biragoye kwakira abantu mu gihe udafite aho kuba. Ariko tugomba kureba icyo kwakira umuntu bisobanuye mu buryo bwagutse burenze kwakira neza abashyitsi mu nzu yawe. Henri Nouwen asobanura ko kwakira umuntu neza ari *“ugutanga mbere na mbere umwanya wisanzuye aho uwo utazi awinjiramo maze agahinduka inshuti aho kuba umwanzi. Kwakira umuntu neza ntabwo ari uguhindura abantu ahubwo ni ukubaha umwanya ushobora kuzana impinduka. Ntabwo ari ukuzana abagabo n'abagore iruhande rwacu ahubwo ni ugutanga umudendezo udahungabanywa n'amacakubiri”* (Nouwen 1986).

Igihe Yesu yakiraga Nikodemu, ashaka kumuvana mu mwijima uteye ubwoba, yashyizeho umwanya wejejwe w'ubutumwa bwiza



**Twasabye  
abo twabazaga  
guhitemo imiterere  
ibiri bakunda cyane ku  
muyobozi mu  
by'umwuka. 61%  
batoranya *“ukuri,”* 57%  
batoranya *“kubaka  
imibanire n'abantu  
bose,”* maze  
56% bahitamo  
*“gutoza abayobozi  
bashya.”***





# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Igihe Yesu yajyanaga abigishwa be mu mwiherero w'uburyo bw'umwuka, yaberetse urugwiro, atanga igihe n'umwanya ku bigishwa be kugira ngo atyaze ubuhanga bwabo ku byerekeye ubuyobozi kandi yongere ubumenyi bwabo.

Natwe ni uko, kugira urugwiro bigomba kuba kimwe mu bintu by'ingenzi twubakiraho imibanire myiza n'abandi. Ku bayobozi benshi mu by'umwuka, kugira urugwiro ni ibisanzwe babikora nk'uko bahumeka kuko bifite ishingiro mu muco wabo. Ku bandi kugira urugwiro bisa n'ibidasanzwe kandi bishobora kuba biteye ubwoba. Bizagufasha cyane nubona ko kugira urugwiro ari igikorwa cyagutse cyane kirimo kwakira abantu mu rugo rwawe, mu buzima bwawe, muri gahunda yawe, no mu mutima wawe nk'umwanya werejwe abandi aho bashobora kureba no kumva ubutumwa bwiza.

## GUSHYIRAHO IMIBANIRE NYAKURI Y'UBUTOZA

Tekereza mu myaka yawe yashize y'ubuyobozi mu by'umwuka. Ni abahe bantu bazanye impinduka cyane kuri wowe muri icyo gihe cyatambutse? Ushobora kuvuga izina ry'umwe cyangwa babiri bazanye impinduka nini ku byerekeye ubuzima bwawe bw'umwuka. muri uko gutekereza cyane, ushobora nanone kuvuga amazina y'abantu bane cyangwa batanu bagufashije kuvamo umuyobozi uri we uyu muni.

Mu mwaka wa 1990, Paul Stanley na Robert J. Clinton bayoboze inyigisho y'abayobozi mu by'umwuka barangije neza umurimo wabo. Nyuma yo gusuzuma abayobozi mu by'umwuka barenga igihumbi, bashoboye kubona imiterere itanu abo bese basangiye. Kimwe kandi kiri rusange ni uko mu buzima bwabo, bese bari baziranye n'abatoza b'ingenzi kandi bafitanye n'imibanire myiza na bo (Stanley and Clinton 1992). Stanley na Clinton basobanuye ubutoza nko *“gushyikirana aho umuntu umwe ashigikira uwundi basangira ubushobozi Imana yabahaye”*. (Stanley and Clinton 1992).

Gushyiraho imibanire nyakuri y'ubutoza bikwiriye kuba mu buryo bubiri. Ubwa mbere, ukwiriye kugira abatoza mu buzima bwawe kugira ngo bazagufashe kurangiza neza umurimo bityo ukaba urugero rwiza ku bandi. Ukeneye abatoza b'inshuti bakuba hafi mu rugendo rwawe rw'umwuka, kandi ukeneye byibuza umutoza umwe wageze kure y'aho ugeze mu rugendo. Mu gihe iyi

mibanire igiyeho, uzaba ukomeye kandi wubakitse neza ku buryo watoza n'abandi kandi neza cyane. Ubwa kabiri, ukwirye guteza imbere imibanire nyakuri y'ubutoza binyuze mu gushyigikira abayobozi b'ejo hazaza ubasangiza ubushobozi Imana yaguhaye.

Ijambo ritera intege ni ngombwa. Wirebera mu gihe uri guteza imbere imibanire y'ubutoza, ahubwo tegereza abayobozi b'ejo hazaza kugira ngo na bo bagire ishyaka ryo kukwegera. Genzura. Egera abakiri bato bamwe ubonamo ubushobozi bwo kuvamo abayobozi mu by'umwuka. hari ingero nyinshi mu Byanditswe z'abayobozi bakomeye mu by'umwuka batoranyije neza abo bifuzaga ko batoza. Eliya yahisemo Elisa. Yesu yatoranyije cumi na babiri bagombaga kuvamo intumwa. Barinaba yagiye gushaka Pawulo. Pawulo yatoranyije Timoteyo, Tito n'abandi bayobozi bato o muri Aziya Nto. Purisikila na Akwila batoranyije Apolo maze *“bamujyana iwabo, bamusobanurira Inzira y'Imana kugira ngo arushaho kuyimenya neza”* Ibyakozwe n'Intumwa 18:26.

#### GUTERA INTEGE AMATSINDA Y'ABATOZA

Dr. Robert Clinton, umwarimu uri mu zabukuru wo mu ishuri rya Tewolojiya riyitwa Fuller Theological Seminary, yaravuze ngo *“Umuyobozi uri gukura akeneye gushyikirana no kumenyana n'abandi batoza, inshuti, hamwe n'abandi bayobozi bakizamuka kugira ngo ahanye neza ko ari gutera imbere kandi ari no kugira ibitekerezo bizima haba ku buzima bwe no mu murimo”* (Stanley and Clinton 1992). Stanley na Clinton ni bamwe mu bantu ba mbere bakoresheje ijambo *“amatsinda y'abatoza”* bashaka kuvuga abatoza bibumbiye hamwe aho umuntu aba ari hamwe na bo. Nta mutoza n'umwe wagera ku byifuzo byose by'ubutoza bisabwa mu gukura k'umuyobozi mu by'umwuka. Nta bwo imibanire y'ubutoza yose igomba kumara igihe kirekire.

rimwe na rimwe, Imana ihamagara abantu bari hafi yacu kugira ngo badufashe mu gice kimwe cy'iterambere ryacu mu buryo bw'umwuka, maze agahamagara abandi gufata umwanya wabo cyangwa bakamusanga muri wa murimo wo kudutoza. Abayobozi ntibakwiye kumva ko ubutoza ari umurimo w'umuntu umwe gusa, ahubwo bakwiriye gusobanukirwa ko Umwuka Wera akoresha amatsinda y'abatoza kugira ngo bateze imbere abayobozi mu by'umwuka.



# **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE**

Hari impamvu nyinshi zituma habaho itsinda ry'abatoza hafi yacu. ubwa mbere, ibyifuzo byacu mu gihe cy'ubutoza bigenda bihinduka ku kigero runaka cy'urugendo rwo mu mwuka. Urugero, niba Imana ihamagaye umuyobozi muto kugira ngo ashinge itorero, akwiriye gushishoza neza agashaka umutoza mushya ufite ubunararibonye mu gushinga no mu gukuza itorero rifite ubuzima. Nta gushidikanya ko iyi nararibonye mu gushinga itorero izatanga inama nziza n'ibitekerezo byiza ku birebana no kubara itorero kurusha inama abandi batoza bashobora gutanga.

Ntabwo ari ubuhemu igihe umuyobozi muto ahinduye abatoza cyangwa yongeye abatoza bashya mu mibanire yabo y'ubutoza. Koko rero, umutoza ushishoza akwiriye kumenya mbere ko impinduka zikenewe kandi agomba gufasha umuyobozi muto mu rugendo rwo kwegera umutoza mushya. Kuganira kuri iyi gingo bisaba ubushishozi mu gihe utangiye imibanire mishya y'ubutoza hamwe n'abayobozi b'ejo hazaza. Bahe uburenganzira mbere y'igihe bwo gutunganya neza itsinda ryabo ry'ubutoza niba biri ngomba, kandi ubafashe mu kumenya neza ibyo bakeneye mu gutozwa kwabo. Bahamirize ko ari bo bafite uruhare rwa mbere mu mibanire yabo y'ubutoza. Ibi bizakuraho kubabara bitari ngombwa no kwishinga amakosa mu gihe bibaye ngombwa ko hari ibikosorwa.

Impamvu ya kabiri yo guteza imbere amatsinda y'abatoza ni uko nta mutoza n'umwe ufite ubwenge bwose, ubunararibonye bwose n'ibitekerezo byose bikenewe ku bayobozi bato kugira ngo batere imbere mu rugendo rwabo. Twese hari impano z'umwuka dufite, ubuhanga n'ubunararibonye dushobora gutanga, ariko ntidufite byose. Dukwiriye kwitekerezaho neza hamwe no guca bugufi nka Kristo maze tukamenya ko abo bantu dushaka gutozza bashobora gukenera undi mutoza kugira ngo bagere ku bushobozi Imana yabahaye. Zirikana ko umurimo wacu nk'abatoza ari ugukorera kuri gahunda y'Umwuka Wera kurusha gukorera kuri gahunda yacu.

Munyemerere nkoreshe urugero rwanjye. Ntoza umusore ukiri muto wampishuriye ko yumvise ko Imana iri kumuyobora gutangira umushinga mushya w'ubucuruzi. Abifiteho ubunararibonye

Ariko kuva mbere hose atigeze atangiza uwo mushinga w'ubucuruzi. Namusabye ko yashaka umukristo w'umucuruzi wabigize umwuga watangije neza kandi agakora neza uwo mushinga w'ubucuruzi.

Natangiyeye ubuhamya bwiza uwo musore ntoza mubwira uwo mutoza ushoboye mbahuzza nkoresheje imeyili (email). Bashoboye kubonana maze bategura umunsi bazicara bakaganira ku bijyanye no kwinjira mu mibanire mishya y'ubutoza. Ahu kugira ngo ibi bimbangamire ahubwo nishimiye cyane ko ndi gufasha uyu musore mu rugendo rwe rw'umwuka. ndacyamutoza mu buryo bw'umwuka ariko akeneye indi mibanire mishya y'ubutoza kugira ngo imutegure neza abashe kugera mu cyerekezo yizera neza ko Imana iri kumuyoboramo.

Impamvu ya gatatu yo kugira itsinda ry'abatoza ni ukunguka inama mu gihe tugize ikibazo cyo kumenya neza aho Imana ishaka kutwerekeza. Umunyabwenge ashaka inama ahantu hizewe. Akenshi Imana izavugana n'imitima yacu binyuze mu nama dushobora guhabwa n'abandi bizera batuzi kandi batwitaho. Kunguka inama muri ubu buryo bitwemeza neza umurimo dushaka gukora twawushishoje neza kandi uri mu mujyo umwe n'ibyo Imana ishaka gukora mu buzima bwacu. Niba umutoza umwe cyangwa inshuti yacu imwe yemeranyijwe natwe, maze babiri cyangwa batatu bakagira impungenge, ibi bikwiriye gutuma dutuza maze tukabanza kwita kuri izo mpungenge zagaragajwe mbere y'uko dukomeza.

Impamvu ya kane yo kugira itsinda ry'abatoza ni uko ari icyitegererezo tubona mu lbyanditswe. Pawolo yigishije Timoteyo kugira ngo atoze abandi mu gihe kandi Pawulo yari akiri gutoza Timoteyo. Abo bantu Timoteyo yatozaga na bo bagombaga guhita batoza abandi muri icyo gihe n'ubundi batozwaga na Timoteyo.

Ndifuzza kugusaba gutangira kubaka icyitegererezo gishya cy'ubutoza mu buzima bwawe. Reka nkoreshe urugero rw'ubuzima bwa buri munsi. Iyo inzu nshya yubatswe mu gace kacu, akenshi haterwa igiti imbere y'imbuga y'iyo nzu. Kuko gutema ibiti bikuru bikunze guhenda cyane, abantu benshi bahitamo kugura igiti gito ariko kandi kitari ingemwe. Ibiti bitarakura bikenera ubufasha



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Mu gihe biri gukura andi bishinga imizi. Akenshi hakoreshwa uburyo bwo kuringaniza ibyo bita kugira ngo bibe bigororotse kandi bihagaze neza mu gihe cy'imvura n'imiyaga ikomeye. Utera ibiti atwara imishinge mu mbuga ku ntera iringaniye, ahitaruye intambwe nke uvuye ahateye igiti, maze agahambira umugozi kuri ya mishinge no ku giti kugira ngo igiti kube gishyigikiwe neza. Reba ubuzima bwawe nk'igiti gito gikeneye ubufasha bukomeye kandi bwizewe kugira ngo gishinge imizi kandi gikomeze gukura kigororotse kandi kiba kirekire. Tekereza k'ubufasha bw'iyi mishinge nk'abatoza bo mu buzima bwawe: nka Barinaba wo kugutera intege; nka Pawulo wo kugukebura; ndetse nka Timoteyo ukomeza kugutyaza mu iterambere ryawe ry'ubuyobozi. Imigozi isobanura imibanire y'ukuri kandi y'ingenzi ituma womatana n'abo batoza. Niba imigozi icitse cyangwa irekuye, imishinge ntiba igifite akamaro. Niba imigozi ifunze cyane, ntibizorohera igiti gukura gikomeye no guhangana n'imiyaga ikomeye. Hakwiriye kubaho imibanire ikomeye kandi itekanye y'ubutoza, ihuriza abantu hamwe bikozwe na Mwuka Wera ku bw'iterambere ryiza ry'abayobozi b'ejo hazaza.

Bitandukanye n'igiti gito kidakeeye ubufasha, wowe nanjye tuzahora dukeneye imibanire y'ubutoza kugira ngo tube abantu bakomeye kandi bari gukurira mu cyerekezo cyiza. Igihe dutekereje ko tudakeneye abandi bantu bazana impinduka mu buzima bwacu kadi bajyana natwe, ni ho ubwibone no kumva twihagije bitangira gukura mu mitima bigatuma tugira ibibazo muri kamere yacu y'umubiri, icyo gihe ibyaha byo mu isi hamwe n'ibitero by'umwanzi bitugeraho.

## KUBAKA UMURYANGO

Nkunda uburyo Ubutumwa bwiza bwa Mariko bwerekana imibanire Yesu yubatse hamwe n'abigishwa be cumi na babiri. Yarabahamagaye kugira ngo *"baze aho ari."* Ahitamo ko bakwiriye kuba inshuti ze n'abigishwa be. Mu myaka itatu, ntiyahaye igihe cyiza gusa ahubwo yabahaye n'igihe kinini.

Yesu yahisemo ko uburyo bwe bwo guteza imbere ubuyobozi

bwabamo gusangira ubuzima n'abigishwa be, kubareka bakareba uko yabagaho buri munsu no mu gihe abantu benshi batamurebaga.

Baramubonye igihe yari arushye, ashonje, igihe yashakaga umutuzo no kwiherera. Baramubonye igihe yarakaraga abitewe no kutizera kwabo, ndetse babona uko yazibiranywe n'uburakari abitewe n'uburyarya bw'Abafarisayo bari impumyi mu buryo bw'umwuka. baramubonye ababaye kandi arira ku bwo kubura inshuti ye. Yerekanye urugero nyakuri rw'ubuyobozi kandi atumira abo cumi na babiri kwinjira mu busabane bwimbitse. Yabahaga umwanya wo kuganire bicaye iruhande rw'umuriro bota, bakagira ibiganiro byiza kandi byimbitse mu buryo bw'umwuka. yubatswe umuryango ko kwizera wabaye icyitegererezo kuri twe twese kandi tugomba gukurikiza. Yesu yerekanye imibanire nyakuri mu guteza imbere abayobozi mu buryo bw'umwuka, abakoramo umuryango nyakuri ushingiyeye ku kwizera ko ari Umwami wabo na Kristo, kandi bari inshuti zabo. Natwe ni uko dukwiriye kubigenza.

Ndagutera intege yo kudakurikiza urugero rw'abayobozi mu buryo bw'umwuka bumva ko bakwiriye kutagira ubushuti no kwitarura abandi haba mu materaniro yabo cyangwa mu bucuruzi bwabo. Tutitaye ku mpamvu zabo ntabwo ubuyobozi nk'ubwo bushyikiye mu Byanditswe. Ahubwo tubona abayobozi nka Yesu, Pawulo, Barinaba, Timoteyo, Purisikila, Akwila na Tito beguriye ubuzima bwabo abandi bizera kandi babaha umwanya nk'inshuti zabo bafatanyije mu rugendo rw'umwuka. Imana na yo izi aho ubushobozi bwacu nk'abantu bugarukira, nuko rero ni byiza gutoranya abantu benshi twagira inshuti zacu nk'uko na Yesu yabikoze.

Ahari impamvu nya mukuru abayobozi bamwe mu by'umwuka bakunze kwitarura abandi ni uko batinya – kugaragaza intege nke zabo, badashaka ko abandi babona uko bari n'uko bitwara hanze y'akazi baturiramo. Batinya kugaragara nk'abantu bacumura, kandi ari ko twese tumaze mu by'ukuri. Imana ntitwitezeho gutungana. Izi uko turemye, ko turemye mu mukungugu. Ariko yiringira ukuri n'ubwizerwe by'abayobozi mu buryo bw'umwuka. Imana idukureho umutwari wo kubaho dushaka kwemerwa no gushimwa n'abandi. Idushoboze kugaragara



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

uko turi imbere y'abo tuyobora, tubeho ubuzima bw'ukuri, budatunganye ariko bwababariwe bishingiye ku neza n'imbabazi by'Imana aho gushingira ku muntu utari we wisanze mu buyobozi mu by'umwuka.

## IBYO GUTEKEREZAHO

1. Fata umwanya utekereze ku batoza mu buryo bw'umwuka n'abatoza b'inshuti zawe abo Umwuka Wera yashyize mu buzima bwawe igihe wari umuyobozi muto. Fata umwanya wo gushimira Data wo mu ijuru yaguhuje na bo mu buzima bwawe. Niba bishoboka, ushake uburyo muhura kugira ngo ubashimire ku bumenyi n'ubufasha baguhaye mu buryo bw'umwuka.
2. Shushanya imbonerahamwe y'itsinda ry'abatoza maze nawe wishyire hagati yabo. Ni nde uri imbere yawe mu rugendo? Ni nde uri iruhande rwawe nk'umutoza w'inshuti yawe? Ni ba nde bari inyuma yawe mu rugendo bakubona nk'umutoza wabo mu buryo bw'umwuka? Ni nde ubura muri iri tsinda? Ese hari umwanya wo kongeramo umuyobozi w'ejo hazaza mu itsinda ryawe?
3. Ni gute wimenyereza umwitozo w'umwuka wo kugira urugwiro? Ese hari umwanya wejejwe mu buzima bwawe uhariwe imibanire mishya nyakuri hamwe n'abayobozi b'ejo hazaza? Ni iki wakora kugira ngo ukingure umutima wawe, utange umwanya wawe, wakire cyangwa utoze itsinda kugira urugwiro ku bayobozi bato?

## ISENGESHO

Data, urakoze ku batoza bomu buryo bw'umwuka washyize mu buzima bwanjye binyuze mu rugendo rw'umwuka. bazanye itandukaniro kandi ndabagushimiye ku mpinduka zabo bazanye. Mwami, mfasha gushyirah umwanya wejejwe u buzima bwanjye w'imibanire mishya y'ubutoza. Mfasha guca bugufi bihagije kugira ngo nshobore kubona aho itsinda ryanjye ry'ubutoza ridakomeye. Umpe imbaraga zo kugera ku bandi bayobozi maze nshobore kumenya neza ko ngifite ubufasha bw'umwuka buzamfasha kurangiza neza nk'umuyobozi. Data, ndashaka kwirukanka isiganwa neza no



kurangiza nkomeye, maze nzane abandi bayobozi mu by'umwuka kugira ngo bajyane nanjye mu rugendo. Maze twese hamwe tuzumve utubwira ngo "mwakoze neza" bivuye mu kanwa kawe ubwo tuzaba dushije uru rugendo rw'umwuka dufatanyije.

Amen.

<b>IBIKORWA BIKENEWE</b>	<b>IGIHE</b>





# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

## IHAME RYA 4: UBUYOBOZI BUHINDURA

*“Ubereshe ukuri: ijambo ryawe ni ryo kuri. Uko wantumye mu isi nanjye ni ko nabatumye mu isi, kandi nanjye niyeza ku bwabo ngo na bo babe bereshejwe ukuri.”* Yohana 17:17

*“Baravugana bati “Yewe, ntiwibuka ukuntu imitima yacu yari ikeye, ubwo yavuganaga natwe turi mu nzira adusobanurira ibyanditswe!”* Luka 24:32

### KWEMERA IMPINDUKA Z'IMBERE (MU MUTIMA)

Mbere gato yo kubambwa kwe, Yesu yamaze igihe cy'ingenzi asengera abigishwa be cumi na babiri hamwe n'abandi bigishwa bose bo mu gihe kizaza bagombaga gushinga ikirenge mu cyabo. Yasabye Se ko yakweza abo yamuhaye mbere yuko bajya mu isi kuvuga ubutumwa.

Yesu yari azi ko *“kuba”* byabanzirizaga *“gukora”*. Yashakaga ko abigishwa be bahinduka mu buryo bw'umwuka maze Se akabashyira ku ruhande akoresheje Ijambo ry'ukuri mbere yuko bamurika inshingano nkuru y'umurimo wabo. Igihe Ijambo ry'Imana ryinjiraga mu mutima, ryatse nk'umuriro. Ritunganya imiterere, rikeshya ubuzima bubi, kandi rihindura imitekerereze. Ryinjije imbere mu bugingo no mu mwuka by'abizera. Ni yo mpamvu abigishwa bahuye na Kristo mu nzira ijya Emawusi bavuze ko uwo bahuye na we yakesheje imitima yabo. Ijambo y'Imana ryatangajwe mu mbaraga z'Umwuka Wera n'umubutware bwa Yesu, rihindura imitima y'abayobozi mu buryo bw'umwuka.

Ibikorwa byinshi biteza imbere ubuyobozi, amahugurwa n'amashuri ya Bibiliya byibanda ku mutwe n'amaboko by'ubuyobozi, aho bisobanura ubumenyi n'ubuhanga bikenewe kugira ngo uhinduke umuyobozi mwiza mu buryo bw'umwuka. Gushimangira ibi ni ingenzi cyane kandi bifasha umubiri wa Kristo. Nyamara mu buryo bw'umwuka, icyo abantu badakunda kwitaho rimwe na rimwe, ni cyo kiba ari ingenzi mu kubaka umutima ukwiriye abayobozi mu buryo bw'umwuka

kugira ngo bahinduke imbere muri bo. Umuyobozi ufite ubumenyi bwinshi n'ubuhanga butangaje ashobora kugera kure mu murimo cyangwa mu bucuruzi, ariko igicyesha imitima y'abandi mu gihe bari kumwe n'umuyobozi mu by'umwuka ni impinduka zibera imbere mu mutima w'umuyobozi. Nta byinshi bihari bituma ubutumwa bwiza bukurura abantu byarusha ubugingo buhindutse by'ukuri.

Sawuli w'I Taruso yari yarahuguwe cyane ku byerekeye tewolojiya kandi yari afite impano y'ubuyobozi ari byo byamufashije kugira umwanya mwiza muri sosiyete y'Abayahudi. Nyamara igihe yahuraga na Yesu mu nzira ijya I Damasiko ni bwo umutima we wahindutse. Mbega yabaye hano! Nyuma y'uku guhinduka ni bwo Yesu yahinduye izina rya Sawuli maze amuha umuhamagaro mushya w'ubuzima. Nuko abasha noneho gukoresha ubumenyi, ubuhanga hamwe n'umutima mushya mu makoraniro ahinduka umwe mu bayobozi bakomeye mu buryo bw'umwuka isi yigeze kumenya.

Bimeze bite mu mutima wawe? Ese uracya iyo uri gusoma kandi utekereza ku Ijambo ry'Imana, n'igihe wicaye wumva inyigisho z'abandi zigutera intege? Ese ibitekerezo byawe n'ubuzima bwawe biri guhindurwa n'Umwuka w'Imana, cyangwa uri kwemerera isi iri kugucura mu ishusho yayo? Ese wisunga ubumenyi bwawe n'ubuhanga bwawe kugira ngo uteze imbere umurimo wawe, cyangwa ushyize imbere imbanire myiza na Kristo ari na yo ihndura umutima wawe?

Kuba biza imbere yo gukora! Imana ireba mu mitima y'abagabo n'abagore maze ikamenya icyo ishaka gusohozza ikoreye muri bo.

Gerald Hartis yigeze kuvuga ngo "Umurimo ni icyo dusiga igihe tubyutse dukurikiye Yesu" (Ford 1991). Ese iryo jambo ni ukuri kuri wowe?ese gukurikira Yesu ni byo ushyize imbere? Ubutumire bwe buracyari ukuri kugeza uyu munsu "nkurikira, nzakugira umurobyi w'abantu." Witeguye ko impinduka nk'izo ziba mu mutima wawe? Ni iki kiri kukubuza?



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

## KWEMERA IMPINDUKA ZITARIMO (UMUCO)

Igihe Yesu yatangazaga ko Ubwami bw'Imana bwaje, yatangiye kubwiriza inkuru nziza no kwigisha amahame y'ubwami. Ku bamwumvaga, byabonekaga neza ko akenshi ubutumwa bwe bwabaga butandukanye n'umuco kandi bivuguruzanya. Nubwo impinduka zatangiriraga mu mitima y'abantu bose bumvaga kandi bakizera, ntabwo ari ho bwagumaga. Impinduka Yesu yazanye zagombaga gutemba zivuye mu mitima y'abacunguwe nk'imigezi y'amazi y'ubugingo itemba idafite aho igarukira. Iyi migezi mishya ibaho kugira ngo izane impinduka mu buryo bw'umwuka n'umuco mu gihe abizera basangiye kandi berekanye Inkuru nziza bahawe.

Nubwo Yesu yashyizeho Itorero rye kuba umuhesha w'ubugingo mu gace ririmo no kurinda umuco uharanga, akenshi Itorero ryisanga ritakigendera mu muco kandi ritihuzza n'isi ikeneye na yo ubwayo kuzana impinduka. Ndetse na Crouch, mu gitabo cye yise Culture Making: Recovering our Creative Calling, asobanura ko hari uburyo butanu buri rusange aho itorerero ryo mu isi rigirana isano n'umuco. Rishobora guca urubanza, kunenga, kwigana, kwakira cyangwa kurema umuco (Crouch 2008). Nubwo buri gisubizo cyose muri ibi gikenewe uko ibihe biha ibindi kandi kikaba n'igikorwa muri sosiyete, nta na kimwe mu bisubizo bine bibanza gushobora kuzana impinduka z'umuco ziramba. Igikorwa kimwe rukumbi gishobora kuzana impinduka ziramba ni igisubizo cya gatanu ari cyo cyitwa kurema umuco.

Nanone kandi Crouch yemera ko akenshi itorerero rya Kristo ribaho rikora igikorwa cyo guca urubanza cyangwa kutishimira sosiyete yemera kujya mu mwanya wo gucirwaho iteka. Ibi bigatuma itorerero ryitarura umuco kandi rigatakaza ubushobozi bwo kuba umunyonyi n'umucyo nk'uko ryari rikwiriye kuba. Ku rundi ruhanda, rimwe na rimwe amatorero yigana cyangwa akakira umuco ku buryo usanga nta tandukaniro ririho hagati y'umuryango wo kwizera hamwe n'umuco w'aho uwo muryango uherereye; nuko rero, bikagabanya impinduka ubwami bw'Imana bwari kuzana muri sosiyete kuko buba bwisanishije n'uwo muco. Nk'uko Crouch abyemeza, mu gihe amatorero

yo mu isi yose yakwiyemeza kurema umuco mushya nk'uko Yesu yabigenje, icyo gihe twatangira kubona impinduka z'ingenzi kandi zihoraho zibayeho.

Abayobozi b'ejo hazaza bifuzaga cyane kuba abantu barema umuco mushya. Bashakaga kuba abafatanyabikorwa muri gahunda nshya zizana impinduka ku bibazo byo ku rwego rw'isi. Bizera ko Itorero rya Yesu Kristo rifite ubushobozi bwo guhangana n'akarengane n'imibereho mibi yugarije amahanga, kandi abo bizera bafite inshingano zo kuyobora abantu mu nzira y'urukundo rwa Yesu Kristo no mu mbaraga z'Ubutumwa bwiza.

Umuryango Global Advance wizera ko Umwuka Wera yahaye ab'igihe kizaza impano zihindura n'ubuntu bwo kwiyemeza gukora ku bw'umugambi wo kujyana ubutumwa bwiza maze bakazana impinduka mu buryo bw'umwuka n'umuco. Twifuzaga gufasha amatorero n'amashyirahamwe nk'ayanyu gutegura no gushishikariza abayobozi b'ejo hazaza kuba intuma za Kristo no kuba abantu barema umuco. Mbese wakwifatanya natwe muri iyi gahunda y'ab'igihe kizaza igamije gutegura urubyaro rw'ejo hazaza ruzavamo abayobozi bafite inshingano ikomeye?

#### GUHINDURWA N'UMWUKA WERA

Nubwo Imana ikoresha abayobozi mu buryo bw'umwuka bameze nka we kugira ngo bafashe abayobozi b'ejo hazaza guhinduka mu buryo bw'umwuka, isoko nyayo yo guhinduka bihoraho ni uguturwamo na Mwuka Wera w'Imana. Nk'uko Yesu yasutse Umwuka Wera ku muni wa Pantekote, Yahise atanga imbaraga ku bizera mu buryo butatu bwihariye buzana impinduka z'imbere n'inyuma:

Abizera bahawe imbaraga zo kureba umugambi w'Imana (Iyerekwa)

Iyerekwa ni ibyo turebeshya amaso yo kwizera. Umuhanuzi Yoweli yahanuye iby'igihe kizaza aho abakuru n'abato bose bazasukwaho Umwuka Wera kugira ngo barebe ibyo batigeze kubona mbere, ibintu abahanuzi bakera bifujye kureba



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Ariko babireba gusa mu kwizera n'ibyiringiro. Intumwa Petero, muri uko guhindurwa n'Imana, yahamije ko ibyo abantu babonye ku munsu wa Pantekote byari ugusohora k'ubuhanuzi bwa Yoweli wabayeho kera. Hamwe n'impano y'Umwuka, Kristo yatanze imbaraga ku bigishwa be kugira ngo bafate iyerekwa rye ryekeye Ubwami bw'Imana mu isi. Iri yerekwa ryari ryiza cyane kandi rikubiyemo byose. Ubu butumwa bwiza bw'ubwami bwagombaga kubwiriza mu isi yose kandi bukazana impinduka mu bantu bose bo mu bihugu byose, mu karere, indimi, imijyi n'amoko yose, yagombaga kuba amahirwe y'abantu yo gushyira kwizera kwabo muri Yesu Kristo no kuba mu muryango w'Imana.

Abizera bahawe imbaraga zo gutangaza Ukuri kw'Imana (Ubutumwa)

Hirya yo gutanga iyerekwa rishya ku itorerero binyuze mu gusuka Umwuka Wera, Yesu Kristo yakoze ibishoboka byose kugira ngo abizera bahabwe ubutumwa bwo gusangiza isi. Ubutumwa bwiza bwamamajwe mu mahanga yose ku munsu wa Pantekote.

*“Muri Yerusalemu habaga Abayuda b'abaturage b'abanyadini, bari baraturutse mu mahanga yose ari munsu y'ijuru. Uwo muriri ubaye abantu benshi baraterana, batangazwa n'uko umuntu wese yumvise ba bandi bavuga ururimi rw'iwabo.”* Ibyakozwe n'Intumwa 2:5-6

Ni ibiki bumvaga? Luka yahise abivuga neza mu Ibyakozwe n'Intumwa 2:11: *“... turabumva bavuga ibitangaza by'Imana mu ndimi z'iwacu!”* Igihe Petero yahagararaga kandi akamamaza ashize amanga ibyerekeye Inkuru nziza y'urupfu, guhambwa no kuzuka kwa Yesu Kristo, ibihumbi by'abantu byarihannye maze bababarirwa ibyaha kandi bakira impano y'Umwuka Wera. Abo na bo bahabwa imbaraga zo gutangaza ukuri kw'Imana mu bice babarizwamo aho bashobora kuzana impinduka.

Abizera bahawe imbaraga zo guhindura Isi y'Imana (Ubutumwa)

Yesu yijeje abigishwa be ngo “Icyakora muzahabwa imbaraga Umwuka Wera nabamanukira, kandi muzaba abagabo bo kumpamya i Yerusalemu

n'i Yudaya yose n'i Samariya, no kugeza ku mpera y'isi."  
Ibyakozwe n'Intumwa 1:8

Ubutumwa abari bahagarariye amahanga bumvise ku muni wa Pantekote, ari bwo Butumwa bwiza bwa Yesu Kristo, ni na bwo butumwa buhindura bugomba kugezwa ku mpera y'isi mu mavuta y'Umwuka Wera. Buri mwizera wo mu rubyaro rwose afite inshingano kandi yahawe ubutware bw'Imana na Yesu Kristo ubwe kugira go agende mu isi yose abwirize ubutumwa bwiza mu mahanga yose, ababatize mu izina rya Data, iry'Umwana n'iry'Umwuka Wera, abigishe kumvira ibyo Yesu yabategetse byose. Yasezeranyije ko azabana natwe iminsi yose binyuze mu kubaho no gukora kwa Mwuka Wera uwo yasutse ku Itorero rye abishatse kandi mu buryo bwuzuye. yasezeranyije ko ubuzima bwacu n'ubutumwa bwe bizagira imbaraga zo guhindura ubuzima bwa benshi, imiryango, uturere, n'ibihugu ku bw'icyubahiro cye.

#### IBYO GUTEKEREZAHO

1. Wabasha kwerekana uko ubuyobozi bwawe mu buryo bw'umwuka buhindura abandi? Ni mu buhe buryo guhinduka kwawe kw'imbere kuzana impinduka mu gace uherereyemo?
2. Ni gute itorero ryawe cyangwa akazi kawe bigirana isano n'umuco ukwegereye? Ese wihuje na wo, urawunenga cyangwa uca ucira urubanza uwo muco, cyangwa se uri gushaka uburyo waba umunyu n'umucyo mu gace utuyemo no mu gihugu?
3. Ni izihe gahunda zazana impinduka mu gace kawe maze bikarema amahirwe ku bayobozi b'ejo hazaza bo mu itorero ryawe cyangwa ku kazi kawe bigatuma biyemeza kurema umuco mushya bagamije kwamamaza Ubutumwa bwiza? Fata umwanya maze wandike izo guahunda mu gice cyerekana ingamba wihaye n'igihe uzabikoreraho.



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## ISENGESHO

Data wo mu ijuru, ndagushimiye ko watanze Umwana wawe, yesu kristo kugira ngo ayobore Ubwami bw'Imana muri twe. Ndagushimiye ko Ubwami bwawe bw'iteka ryose buriho kandi nanone butaraza. Uyu muni tubona agace gato k'Ubwami bwawe ariko umunsi umwe tuzabubona bwose. Ubwami bwawe nibuze, Ubushakwe bwawe bube mu isi nk'uko bukorwa mu ijuru. Data, hindura imitima yacu ukoresheje Ubutumwa bwiza n'Ijambo ryawe rihoraho. Reka imigezi y'amazi y'ubugingo iyo Umwuka Wera yashyize muri twe ivumbuke mu mitima yace maze ikore ku buzima bw'imiryango yacu, aho dutuye no mu mahanga. Reka tube intumwa za Kristo n'abantu barema umuco mu gihe ugikomeje kuduhindura mu ishusho y'Umwana wawe.

Amen.

<b>IBIKORWA BIKENEWE</b>	<b>IGIHE</b>

## IHAME RYA 5: UBUYOBOZI BW'UMWUKA

*“Yesu yuzuzwa Umwuka Wera, ava kuri Yorodani ajoyanwa n'Umwuka mu butayu, amarayo iminsi mirongo ine ageragezwa n'Umwanzi... Yesu asubira i Galilaya afite imbaraga z'Umwuka”* Luke 4:1, 14.

Ubuyobozi bw'umwuka bwerekanywe na Yesu Kristo. Iyi mirongo yo mu Butumwa bwiza bwa Luka ibyerekanaga neza kandi ihishura byimbitse ubuyobozi bw'ukuri bwa Kristo. Abigishwa ba Yesu bagombaga kuba urufatiro rw'abantu bose bazemera izina rya Yesu kandi bakambara umwitero w'ubuyobozi bw'umwuka.

Mu 2014, nanditse inkuru ku rubuga rwa murandasi (interineti) nise ngo “Umukiza wuzuye Umwuka” iyo nkuru yari ishingiyeye kuri uyu murogo:

Ibyanditswe bivugaga ko Umukiza wacu yatangiye umurimo we mu isi yuzuye, afite imbaraga kandi aizwe amavuta n'Umwuka Wera (Luka 4:1-19). Iyi mibanire myiza yakomeje umurimo we wo kubwiriza Inkuru nziza y'Ubwami no kwerekana urukunda rwa Se mu isi. Ni “ku bw'Umwuka w'iteka” Yesu “yitambiye Imana atagira inenge” ku gira ngo tubone agakiza (Abaheburayo 9:14). Intumwa Pawulo yaravuze ngo “*Nyamara muri we ni ho hari kuzura k'Ubumana kose mu buryo bw'umubiri.*” (Abakolosayi 2:9). Ubu busabane bwuzuye bwakomeje Yesu igihe yageragezwaga maze abasha gutsinda mu butayu, agira kwiyezeza igihe yari mu itongo, agira umubabaro ku musaraba abona intsinzi mu kuzuka kwe. Mu buryo bwose, ubuzima bwa Yesu bwari hejuru cyane nyamara busobanurwa ko dukwiriye kubwigana. Yesu yadutegetse gukunda, gukorera no kugenda nk'uko yagendaga. Yadutumiye guheba ubuzima bwacu kugira ngo dusingire ubuzima bwe bwiza, kwikorera imisaraba yacu tukamukurikira no gukora ibiruta cyane ibyo twabonye akora. Ariko kandi, yabwiye abigishwa be kuguma i Yerusalemu no gutegereza

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## **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI B'INSHINGANO NKURU**

Impano y'Umwuka Wera yabasezeranyije wagombaga kwambika abizera imbaraga zivuye mu ijuru (Luka 24:49; Acts 1:4-8).

Ibyo yashakaga ko Itorero rye rikora n'ibyo yashakaga ko Itorero rye riba, ntibyari gushoboka Umwuka Wera atabanje kuba muri twebwe no kuduha imbaraga. Kuki intumwa Pawulo abihumekewe n'Umwuka Wera yateye intege abizera ngo buzure Umwuka kandi bagendere mu Mwuka? Ni ukubera ko na Yesu yabigenje guto. Dusabwa gutumbira Umukiza wacu no kwigana uburyo yari yuzuye Umwuka, akayoborwa na wo mu gihe cyose twumviye amategeko ye tukaba abahamya be, tukaba amaboko n'ibirenge bye byiza muri iy'isi ndetse tukaba Itorero rye ryerekana – urukundo, gukorera abandi, kubabarira no gushyigikirana. Ni gute ibi byagerwaho? Ni mu kwemera ko tuyoborwa n'Umwuka w'Imana uri muri twe, tumwegurira ubushake bwacu kandi twegurira ubuzima bwacu ngo bugengwe ubuyobozi bw'Umwuka w'Imana. Niba twemeye ko Umwuka w'Imana azana impinduka muri twe nk'uko na Yesu yabikoze, natwe tuzuzura Umwuka kandi dushinge ibirenge byacu mu by'Umukiza wacu wuzuye Umwuka. (West, 2014).

Abayobozi benshi mu buryo bw'umwuka bashobora kwemera ko atari buri gihe twumva turi mu mwuka. Koko rero, rimwe na rimwe ntacyo twumva kuko tuzi neza ibitekerezo byacu n'imigambi yacu, intege nke zacu n'imico yacu yuzuye ibyaha. Akenshi tukumva tumeze nk'abiyorobeka igihe abantu bashimye ubuyobozi bwacu bw'umwuka, nuko noneho tukisanga dukora ibintu ari twebwe ubwacu twigenzura aho kugenzurwa n'Umwuka Wera.

N'icyitegererezo cyacu, ari we Pawulo, mu Abaroma 7:24 yatubwiye ko yari umuntu mubi cyane ukeneye gucungurwa akava muri uyu mubiri utera urupfu. Twese tumeze kimwe; ariko dushima Imana yaducunguye urubanza ku bw'amategeko y'Umwuka. Bityo rero, dushobora kuyobora abantu b'Imana twicisha bugufi, mu kuri kandi tudatinya ndetse

Twishimye, tuzi neza ko Umwuka Wera atuyobora, atwuzuzura imbaraga n'amavuta mu buyobozi bwacu, kugira ngo bube bwuzuye umwuka koko.

Urubyarwo rwacu ruri hano kugira ngo ruteze imbere ubutumwa bwiza kandi batange ubuyobozi bw'umwuka mu itorero ryo mu isi bayobowe n'Umwuka Wera. Dufite kandi umurimo wo kuzamura ab'igihe kizaza bakavamo abayobozi b'umwuka, tubigisha kugendera mu kwizera no mu Mwuka w'Imana.

Ni gute dusohozwa uyu murimo w'ingenzi? Mfite ibintu bitanu nagusangiza bizagufasha, ugatangira kubona iterambere riri mu gushishikariza no kurerea ab'igihe kizaza bakavamo abayobozi bafite inshingano ikomeye.

#### GUKORANA N'UMWUKA WERA HAMWE N'UMUYOBOZI W'IGIHE KIZAZA

*"Mu Itorero ryo muri Antiyokiya hariho abahanuzi n'abigisha ... Ubwo basengaga Umwami Imana biyiriza ubusa, Umwuka Wera yarababwiye ati "Mundobanurire Barinaba na Sawuli, bankorere umurimo mbahamagariye gukora." Nuko bamaze kwiyiriza ubusa no gusenga, baherako babarambikaho ibiganza barabohereza." Ibyakozwe n'Intumwa 13:1-3*

Abakuru bomu itorero ryo muri Antiyokiya bari barasobanukiye ko ubuyobozi bw'umwuka busaba gufatanywa n'Umwuka Wera mu murimo. Umwuka Wera ni we muyobozi wa nyuma w'itorero kandi atanga icyerekezo n'imbaraga kugira ngo asohozwe imigambi ye yo gucungurwa mu isi yose. Abayobozi b'umwuka bo mu itorero ryo mu isi bahamagarirwa kwitaba mu kwizera no kumvira icyerekezo cy'Umwuka Wera.

Uyu murongo wo mu Byanditswe werekana ko abakuru baramije Imana, barasengaga kandi biyiriza ubusa kugira ngo bakire amabwiriza arebana n'umurimo uri imbere uwo Umwuka Wera yagombaga kubaha. Uru rugero rwo guca bugufi no kwishingikiriza Imana rwaranze abayobozi bo mu itorero ryakoze umurimo mwiza rugomba kutwigisha twese. Ni kangahe wowe n'abayobozi bo mu itorero ryawe cyangwa mu kazi kawe muhura mukaramya Imana muciyeye bugufi, mugategereza ko Umwuka Wera abahishurira amabwiriza ye? Ku rundi ruhande, ni kangahe



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Ushyira imbere ibitekere byawe n'imigambi yawe maze ugasaba Umwuka Wera kubiha umugisha?

Barinaba na Sawuli ni bamwe mu bakuru babiri bakoze iyi mirimo. Mu gihe bariho baramya Imana andi basenga ni ho Umwuka Wera yahishuye imigambi ye n'umuhamagaro afite ku buzima bwabo ndetse no ku itorero barimo. Itorero rya Yesu Kristo The Church of Jesus Christ rikwiye guhora rishimira cyane abakuru b'itorero ryo muri Antiyokiya bihanganye kandi bagaca bugufi bikwiriye kugira ngo bashake icyerekezo cy'Umwuka Wera, kandi bafatanye na We mu kohereza abavugabutumwa babiri bakomeye mu mateka y'itorero.

Byagenda gute, niba Imana ifite imigambi nk'iyi ku bayobozi b'ejo hazaza bo mu itorero ryawe cyangwa mu kazi kawe? Ese mu iteraniryo ryawe harimo Barinaba cyangwa Sawuli bariho bahamagarwa n'Umwuka Wera kugira ngo bakore umurimo mushya? Ni gute wabimenya utabanje kuyobora itsinda ryawe mu bikorwa by'umwuka aho Umwuka Wera yerekanira imigambi ye neza?

Ushobora kuba ufite imigambi n'intego nyinsho ku bayobozi b'igihe kizaza, kandi ushobora kuba uri gusaba Umwuka Wera guhesha umugisha iyo migambi. Kuki utashyira iyo migambi mu buyobozi bw'Umwuka Wera, mu kuyisengera, mu kuramya Imana no kwiyiriza ubusa? Nutegereza Uwiteka, azasobanura neza imigambi ye kandi azerekana abayobozi b'ejo hazaza, kandi na we uzamenya icyo ukwiriye gukora kugira ngo wifatanye n'iyi migambi y'Imana n'intego zayo.

## YOBORA WISHINGIKIRIJE IMBARAGA Z'UMWUKA

*“Samweli arakura, Uwiteka abana na we ntiyakunda ko hagira ijamba na rimwe rya Samweli rigwa hasi. Nuko Abisirayeli bose, uherye i Dani ukageza i Berisheba, bamenya ko Samweli yarundukiye mu buhanuzi bw'Uwiteka. Maze Uwiteka yongera kumubonekerera i Shilo, kuko yajyaga yiyereka Samweli n'ijamba rye i Shilo.”* 1 Samweli 3:19-21

Kuva mu buto bwe, Samweli yar yaratoranyijwe n'Uwiteka kugira ngo abe umuyobozi w'umwuka mu gihugu cya Isirayeli. Aho imbaraga ze zavaga kugira ngo ayobore kandi ahanure neza ni mu bwiza no mu ijwi ry'Uwiteka

Byahoraga mu buzima bwe. Uwiteka yabanye na Samweli kuva mu buto bwe, mu bugimbi bwe, kandi Imana ishyiraho urufatiro rw'ubuyobozi bw'umwuka mu gihe cya Samweli. Uwiteka ntiyigeze yemera ko ijambo ryose Samweli yavugaga ryapfa ubusa, no mu gihe ndetse yari umwana w'ingimbi. Uwiteka yaramubonekeye kandi yihishurira Samweli binyuze mu ijambo rye mu gihe ijambo ry'Uwiteka ritari ricyumvikana cyane mu gihugu cya Isirayeli (1 Samweli 3:1). Imana yareze umuyobozi w'ejo hazaza mu rukundo kandi ibigambiriye kugira ngo azagire uruhare mu buyobozi bw'umwuka mu gihugu cyeye. Mu by'ukuri, Samweli yahindutse umuyobozi w'ingirakamaro mu gihugu. Imbaraga z'umwuka za Samweli ntizari zishingiye ku mwanya yari afite mu gihugu, ku mashuri, cyangwa ku muryango yavukagamo; ahubwo zavaga mu bihe byihariye yagiranaga n'Imana ya Isirayeli, uhereye ku nshuro ya mbere yitabye ijwi ry'Imana akavuga ngo "Umbwire kuko umugaragu wawe nteze amatwi" 1 Samuel 3:10. Nta gushidikanya ko aya ari amagambo yasubiyemo kenshi mu rugendo rwe rw'umwuka. Samweli yayoboraga yishingikirije imbaraga z'umwuka.

Ijambo *"kwishingikiriza imbaraga"* nabanje kuryumva muri tewori ya J. Robert Clinton ivuga ibyerekeye ubuyobozi aho yerekana ko abayobozi b'umwuka batabivukana, ahubwo ko ubuyobozi bwabo bugenda bukura uko iminsi ihita munsu y'ubusugire, imbaraga n'umurimo bya Mwuka Wera. Clinton asobanura kwishingikiriza imbaraga nk' *"isoko yo kwizerwa, imbaraga zidasanzwe, cyangwa ubushobozi bufasha umuyobozi kugira ububasha bwo kuzana impinduka mu bandi bigishwa"* (Clinton, 1988). Clinton yerekana ubwoko bubiri bwo kwishingikiriza imbaraga mu buyobozi bw'umwuka.

Ubwoko bwa mbere ni ukwishingikiriza imbaraga z'umwanya ufite. Izi mbaraga z'ubuyobozi, bizana impinduka cyangwa icyizere bituruka mu mwanya abayobozi baba bafite mu ishyirahamwe. Umwami Sawuli mu Isezerano rya Kera ni urugero rw'umuntu wayoboye yishingikirije imbaraga z'umwanya yari afite. Mu by'ukuri, ubuyobozi bwe bwarangwaga n'ishyari, ubwoba, gutera ubwoba abandi, kudatekana no kugenzura byose. Umwami Sawuli yaremye umuco utagira ubuzima kandi wuzuyemo ubwoba ari na byo byirukanye abayobozi bafite impano ndetse bituma abayoboze be bagira ubwoba kandi bumva badatekanye. Sawuli yagiraga ibibazo byo kutizera abantu, kandi kenshi agashinja abayoboze be



## KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

ko atarabizerwa kuko batemeraga ibikorwa bye cyangwa ibitekerezo bye. Yageze aho ashinja umuhungu we Yonatani ko atari umwizerwa kubw'ubushuti yari afitanye na Dawidi. Sawuli yishingikirije imbaraga z'umwanya yari afite nk'umuyobozi bituma agwa.

Ubwoko bwa kabiri ni ukwishingikiriza imbaraga, aho ubutware bw'umuntu n'impinduka ashobora kuzana bidaturuka ku mwanya bafite mu ishyirahamwe, ahubwo biva mu mbaraga z'umwuka zigaragara mu buzima bwabo. Dawidi, umuhungu muto w'umushumba wahindutse Umwami wa Isirayeli, yayoboye yishingikirije imbaraga z'umwuka. Ibi byagaragaye kera mu buzima bwe, igihe akiri muto yarwanye kandi akanesha igihanda Goliyati cyasuzuguye Imana ya Isirayeli. Igihe yiyemezaga kurwana n'uyu murwany wabizobereye, munini, kandi ukomeye kurusha abisirayeli bose, yaravuze ngo, *“Wanteranye inkota n'icumu n'agacumu, ariko jyewe nguteye mu izina ry'Uwitaka Nyiringabo, Imana y'ingabo za Isirayeli wasuzuguye.”* (1 Samweli 17:45).

Mu by'ukuri, Imana yagombaga guha Dawidi umwanya ukomeye nk'umwami wa Isirayeli, ariko mu buzima bwe bwose, yakomeje kuyobora yishingikirije imbaraga z'umwuka usibye igihe kimwe gusa. Igihe Dawidi yangaga kujana n'ingabo za Isirayeli ku rugamba, bikamuviramo kutaba umwizerwa agasambana na Betisheba ndetse akongera akica n'umugabo we, Uriya, ibi bihishura ko icyo gihe yishingikirije imbaraga z'umwanya w'ubuyobozi yari afite. Ubuyobozi bwe ntibwari bukishingikiriza imbaraga z'Umwuka Wera. Yakoresheje umwanya yari afite nk'Umwami wa isirayeli kugira ngo ahamagare Betisheba mu ngoro yehanyuma baryamane ndetse ategura umugambi mubi wo kwica Uriya. Nubwo Imana yaje kubabarira Dawidi kandi akongera guhabwa imbaraga z'umwuka, iki cyemezo kibi nticyabaye igitutsi gusa ku buyobozi yari yahawe n'Imana, ahubwo cyamusabye igiciro cyinshi. Kuko ingaruka zabaye mbi cyane, kandi icyo cyaha kiba intandaro yo kugwa k'ubuyobozi bwe bwari bwarazanye impinduka. Mu buzima bwa Dawidi, impinduka zikomeye yazanye, icyizere n'imbaraga zidasanzwe byamuranze byose byavaga mu busabane bwiza

Yari afitanye n’Imana ku bwa  
Mwuka Wera.

Imana ishobora kuba yaraguhaye umwanya uguhesha imbaraga, kuzana impinduka, no kugirirwa icyizere mu ishyirahamwe ryawe cyangwa mu gace utuyemo. Bishobora kukorohera kwishingikiriza uwo mwanya kugira ngo uzane impinduka mu bandi maze ugire ibyo ugeraho.

reka gutere intege zo kuyobora wishngikirije imbaraga z’umwuka aho kuba umwanya w’ubuyobozi ufite. Kandi iki cyitegererezo cy’ubuyobozi bw’umwuka ukirage abayobozi b’ejo hazaza. Ubasobanurire itandukaniro riri hagati yo kwishingikiriza ubu bwoko bubiri bw’imbaraga ndetse ibyo wamenye mu bunararibonye bw’ubuzima bwawe ubibasangize. Ubabwire uko wayoboye cyangwa wageragejwe kuyobora wishngikirije imbaraga zitari zo. Uvuge ukuri mu rukundo mu gihe ubonye abayobozi bato kandi bafite impano bifuza imyanya ibahesha imbaraga no kuzana impinduka. Ubahwiture kandi ubibutse aho imbaraga zabo nyakuri zikwiriye gushingira. Imana yahaye Zekariya ubutumwa bwo guha umuyobozi wagombaga kumusimbura witwaga Zerubabeli, amubwira ko abayobozi bose bakwiriye kwibuka ko *“atari ku bw’amaboko kandi atari ku bw’imbaraga, ahubwo ni ku bw’Umwuka wanjye.’ Ni ko Uwiteka Nyiringabo avuga.”* Zekariya 4:6.

#### KUBA ICYITEGEREREZO CY’UBUZIMA BUSHINGIYE KU MBARAGA Z’AMASENGESHO

*“Mose aramubwira ati "Ubwawe nutajyana natwe ntudukure ino. Ikizamenyekanya yuko jye n'ubwoko bwawe twakugiriyeho umugisha ni iki?"*  
Kuva 33:15-16

Mose yari umuyobozi w’icyitegererezo cy’ubuzima bushingiye ku mbaraa z’amasengesho, by’umwihariko imbere y’uwamufashaga ari we Yosua. Mbere ya byose Yosua yabonye ubushuti Mose yari afitanye n’Imana. Igihe Mose yamaraga iminsi mirongo ine ku musozi Sinayi aganira n’Uwiteka, Yosua na we bari kumwe kuri uwo musozi (Kuva 24:13-18; 32:15-19). Igihe Mose na Aroni bahishaga mu maso habo imbere y’Uwiteka babitewe no kwigomeka no kutizera kw’igihugu cya Isirayeli na nyuma y’uko abatasi batanze amakuru yabo yerekeranye n’igihugu cy’isezerano, Yosua yabonye Mose yicisha bugufi imbere y’Imana maze agasabira ubwoko bwe (Kubara 14:5-6). Nta gushidikanya ko ubusabane Mose yari afitanye n’Imana ya Isirayeli n’uko baganiraga byazanye impinduka ikomeye kuri Yosua. Igitabo cyo Kuva





## **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE**

Kiravuga ngo *“Uwiteka akavugana na Mose barebana nk'uko umuntu avugana n'incuti ye. Mose agasubira mu ngando, ariko umufasha we w'umusore, Yosua mwene Nuni ntawe muri iryo hema”* Kuva 33:11. Kubera iki Yosua yagombaga gusigara ku hema ry'ibonaniro kandi Mose yamaze kugenda? Bamwe bashobora kuvuagako yahasigaraga kugira ngo arinde ihema. Ariko ibi abenshi babishidikanyaho kubera impamvu zitandukanye. Ubwa mbere, ihema ry'ibonaniro ubwaryo si ryo ryari ubuturo bwera. Mu Kuva 33:7 haravugaga ngo *“Mose ajyana ihema, arishinga hirya y'ingando z'amahema yabo ahahitaruye, aryita ihema ry'ibonaniro.”* Ku bigaragara Mose yafataga ihema iryo ari ryo ryose akarigira nk'ahantu hiherereye aho yashoboraga guhurira n'Imana. Ihema cyari igikoresho gusa cyo kwakirirwamo n'aho ubundi ihema ubwaryo nta gaciro ryari rifite iyo Mose atarikoreshaga. Ubwa kabiri, ubwiza bw'Imana ntibukeneye kurindwa cyangwa. Kuko Imana ubwayo ifite ububasha bwuzuye bwo kurinda ubwiza bwayo kandi ntikeneye uburinzi bwo mu isi bwo kuyirinda.

Ahari impamvu ishoboka yatumaga Yosua aguma ku ihema ry'ibonaniro ni uko yari azi ko ari ho Imana ihurira na Mose. Ahari Yosua yiringiraga ko umunsi umwe, Imana izamutumira muri iryo hema maze bagahura bakaganira, bityo akumva yifuza kuguma hafi y'ubwiza bw'Imana. Nk'umuntu wasigiwe umurage na Mose, Yosua yasobanukiye ko Mose yisungaga amasengesho no kuyoborwa n'Imana kugira ngo abashe kuyobora ubwoko bwe, bityo rero Yosua yifuza kwigana urugero rwiza rw'umutoza we.

Mu maso ha Mose hararabagiranaga igihe cyose yabaga amaze kubonana n'Imana. Imana yumvise Mose kandi yubaha ibyifuzo bye kubera ubusabane bwimbitse bari bafitanye. None se wowe muyobozi mukundwa bimeze gute? Ese hari ukurabagirana k'umubiri kukubaho iyo umaze kubonana na So wo mu ijuru? Mbese amasengesho yawe arasubizwa kandi ukagira impinduka zizanywa no kubaho ubuzima bwo gusenga? Ese abayobozi b'ejo hazaza bazi gusenga cyane kandi neza babitewe n'icyitegererezo cyiza jye nawe tubaha? Mbese abayobozi bato

bahora bifuza kugirana ubushuti na Yesu babitewe n'ubushuti babona dufitanye na Yesu?

Reka dukorere hamwe mu gushinga *"ihema ry'ibonaniro"* rishya, ahantu h'ibanga ho gusengera, umwanya wejejwe, aho twinjira tukabonana n'Imana buri muni kandi mu buryo bw'urukundo. Reka tube icyitegererezo cy'ubuzima bushingiye ku mbaraga z'amasengesho kandi zihindura kugira ngo abayobozi b'ejo hazaza bazabashe kutwigana.

**KORA KANDI USHISHIKAZE IMYITOZO Y'UMWUKA**

*"Nuko mu museke arabyuka, arasohoka ajya mu butayu asengerayo."* Mariko 1:35

*"Amaze iminsi mirongo ine n'amajoro mirongo ine atarya, abona gusonza".* Matayo 4:2

Yesu yakoze imyitozo y'umwuka mu gihe yamaze akora umurimo mu isi. bimwe mu bikorwa yakunze gukoa ni ukwiherera, gusenga no kwiriza ubusa. Yesu yakoze imyitozo y'umwuka kubera impamvu zitandukanye. Ubwa mbere, yifuzaga igihe cya wenyine ari kumwe na Se wo mu ijuru. Icy a kabiri, yakoresheje iyi myitozo kugira ngo yitegure ibihe bikomeye yagombaga guhura na byo mu murimo we, kwangwa n'abakuru b'idini hamwe n'intambara ikomeye y'umwuka. Icy a gatatu, yakoresheje imyitozo y'umwuka kugira ngo bimufashe gusubirana no kuzura imbaraga ze nyuma yo kuba mu murimo ukomeye kandi bamurwanya.

Yesu yigishije abigishwa be ko kwitegura mu buryo bw'umwuka bikenewe kugira ngo ubashe gutsinda mu ntambara zose urwanamo n'umwanzi. Igihe abigishwa be babananirwaga kwirukana abadayimoni, bigatuma Yesu abafasha kurangiza uwo murimo, bamubajije mu ibanga icyatumye batabasha kubikora.

*"Arabasubiza ati "Bene uwo ntavanwamo n'ikindi, keretse gusenga no kwiyiriza ubusa"* Mariko 9:29. Muri iki gisubizo, bigaragara neza ko hari izindi mbaraga z'umwuka kandi zikomeye cyane zisaba imyitozo y'umwuka kugira ngo zirimburwe. Igisubizo cya Yesu cyerekana ko iyi myitozo ari yo yamufashije gukomeza kuba uwo yari we no guhangana n'imyuka yamurwanyaga.





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Abayobozi benshi b'umwuka bariho bakeneye gushishikarizwa gukora umwitozo w'umwuka wo kuruhuka. Akenshi twihutira gukora byinshi biruta ibyo twakora mu cyumweru kimwe, kandi tuvugishije ukuri, akenshi ikibidutera ntabwo kiba ari cyiza – Gutinya guhemukira abandi tubitewe ahari no kutaza mu mirimo cyangwa ibikorwa by'itorero, gutinya ko abandi badutekereza nabi ahari bakabona ko tutiyeguriye umuryango dukoreramo, gushaka kwemeza abantu ko dukora cyane kurusha abandi no gushaka gutanga urugero rwiza, gutinya ko umurimo w'ingenzi cyangwa ubucuruzi butakorwa neza mu gihe twafata akaruhuko - Ibi ni bimwe mu bituma abayobozi b'umwuka badakora umwitozo w'umwuka wo ku ruhuka. Ni izihe mbamutima zishobora kujyana n'izi mpamvu zavuzwe haruguru? Ese bwaba ari ubwibone? Cyangwa kwishinja ibinyoma? Cyangwa kubatwa n'akazi? Ese byaba ari ukutizera Imana cyangwa kutizera abandi? Ibi bibazo ni ibyo gutekerezaho cyane mu gihe usanze bikugora gufata ikiruhuko cy'Isabato kugira ngo uruhuke kandi uhembure imbaraga z'umubiri wawe, imbamutima n'ubugingo byawe.

Mu gitabo cye cyitwa *“The Rest of God,”* Mark Buchanan avuga ngo, *“Isabato yashyiriweho umuntu. Ni ikintu Imana yateguye kuva kera, gitegurwa mu rutonde rwiza rw'iremwa: Ni umunsi waburijemo iyindi minsi. Ni umunsi wayobotswe n'iyindi. Ni umunsi Imana yashatse ko utwitaho aho kugira ngo tuwiteho. Washyiriweho kuturinda, kuduha agaciro, kutwitaho, mu ntege nke twaremanywe, no mu bwiza Imana yashyize muri twe n'umudendezo twabonye bivunanye, muri kamere yacu nk'abagabo n'abagore abo Imana yaremye mu ishusho yayo kandi ikabacungurisha ukuboko kwayo n'amaraso yayo.”* (Buchanan 2006)

Ni uruhe rugero abayobozi ba none bari kwereka abayobozi b'igihe kizaza ku byerekeye imyitozo y'umwuka? Mbese turi kubafasha gusobanukirwa inyungu n'imigisha bibonekera mu buzima bwiza kandi bushyizwe mu gaciro? Ese turi kubera uko twatera imbere mu buzima no mu murimo w'Imana binyuze mu gukora imyitozo y'umwuka? Mbese turi kubaha ibikoresho bikenewe byabafasha kurwana intambara y'umwuka? Imyitozo y'umwuka iba myiza cyane iyo *“yakiriwe kurusha kuyigishwa”*. Abayobozi b'ejo hazaza bakeneye kubona urugero rwiza rw'abifuzza kubarera kugira ngo bavemo abayobozi b'umwuka bakuze.

## TANGA UMUGISHA W'UMWUKA

Umugisha wa mbere wa Data wanditse mu Itangiriro 1 igihe Imana yari imaze kurema umugabo n'umugore. Yabahaye umugisha kandi ibategeka kubyara no kugwira, bakuzura isi kandi bakayimenyereza (Itangiriro 1:28). Nyuma, igihe umwuzure ukomeye warimburaga isi, Imana yahaye umugisha Nowa n'abahungu be kandi ibaha itegeko yari yarahaye sekuruza wabo Adamu. Ahari umugisha uzwi cyane ni umugisha wa Aburahamu uboneka mu Itangiriro 12 aho Imana yasezeranyije umugisha ku bazamukomokaho ari wo mugisha w'iteka ryose. Uyu mugisha wagiye ugaruka cyane mu buzima bw'abakurambere babayeho mu Isezerano rya Kera, abahanuzi, abatambyi n'abami. Igihe Aroni n'abahungu be bimikwaga kugira ngo bakore umurimo w'ubutambyi, Uwiteka yabwiye Mose ko bakwiriye kwatura iyi migisha ikurikira ku Bisirayeli; *“Uwiteka aguhe umugisha akurinde, Uwiteka akumurikishirize mu maso he akugirire neza, Uwiteka akurebe neza, aguhe amahoro.”* Kubara 6:24-26. Imyaka ibihumbi irashize, kandi amatorero akora umurimo hirya no hino mu isi aracyakomeza kwatura uyu mugisha buri munsu kandi uyu mugisha utangwa ndetse ukakirwa neza mu kuri.

Umugishwa wagiye uboneka nk'igikorwa cy'ubuhanuzi n'imbaraga uko imbyaro zagiye zisimbura no mu gihe Imana y'urukundo yatoranyaga umugaragu wayo. Umugisha wahawe agaciro n'uwutanze kimwe n'uwakiriye. Umugisha wabaye igisobanuro cyerekana ubuntu bw'uwutanze, kugira ngo atange icyerekezo cy'ejo hazaza h'ubuzima bw'abawakiriye, kugira ngo nab o bamenye badatinya kugira neza n'ubuntu by'Uwiteka, kandi bashobore kumenya uko bahererekanya inkoni y'ubuyobozi uko urubyaro rusimbura urundi.

Iki gikorwa cyakomeje mu byanditswe mu Isezerano Rishya. Yesu yahaye umugisha abigishwa be ku musozi Elayono. Yahaye umugisha abana bato baje bamusanga, kandi na we ahabwa umugisha na Se wo mu ijuru ku igihe yabatizwaga n'igihe mu maso he harabagirana. Intumwa Pawulo yahaye umugisha abahungu be bakoranaga umurimo, kandi aha umugisha abakuru yari yarimitse mu mijyi yose mbere y'uko akomeza gushing ayandi matorero menshi.



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Nta gushidikanya ko umugisha wari ikintu cy'agaciro mu buyobozi no mu buzima bw'umuryango kandi n'ubu ni ko bikimeze.

Bamwe mu bayobozi ba none bari gusoma iki gitabo ntibigeze bamenya umugisha wa ba se cyangwa ba nyina. Abandi ntibigeze bamenya umugisha wa ba se na ba nyina bababyara mu buryo bw'umwuka. Akenshi, uku kuri kuzana umubabaro no guhora wumva ko utuzuye. Kudatanga umugisha bishobora gutuma abawugenewe bababara cyane bakumva bameze nk'abavumwe. Biragoye gusobanukirwa impamvu dushobora kwimwa umugisha. Nanone kandi abayobozi b'ejo hazaza rimwe na rimwe bumva bimwe umugisha. Bifuzako abayobozi bariho babaturaho amagambo y'ubuhanuzi kandi y'imbaraga ku buzima bwabo. Bashakako abayobozi bariho babizera kandi bakiringira ko bazabasimbura igihe cyabo kirangiye kandi bakabyitwaramo neza.

Impamvu nyinshi zituma tudatanga umugisha ku rubyaro rw'ejo hazaza ziri ukubiri n'amategeko. Ishingiro ry'izo mpamvu, dusanga akenshi ikibidutera ari ukwikunda aho kwemera n'abandi. Abayobozi bariho bashobora kugira ubwibone, kumva badatekanye, gutinya, no gushakako kugenzura buri kimwe cyangwa ntibizere ko abayobozi b'ejo hazaza bazashobora kubasimbura cyangwa batazabishobora.

Muyobozi mukundwa, kuri wowe bimeze gute? Ese mu gice urimo ushobora kuzanamo impinduka haba harimo umuyobozi w'ejo hazaza, ukeneye kwakira umugisha w'umwuka uguturutseho? Ni iki kiri kukubuza gutanga umugisha? Ni iki Imana iri kugusaba gukora cyangwa kuvuga kugira ngo ube igikoresho cy'akanwa n'amaboko yayo uheshako umugisha abayobozi b'ejo hazaza bafite inshingano ikomeye?

## IBYO GUTEKEREZAHO

1. Soma Luka 4:1, wongere usoma na 14. Wibaze niba ubusabane bwawe na Mwuka Wera bumeze nk'ubwo Yesu Kristo wari wuzuye Umwuka, ayoborwa na We kandi ashobozwa na We.

2. Tekereza ku busobanuro bwo kwishingikiriza imbaraga n'ubwoko bubiri bw'imbaraga z'ubuyobozi ubwo twaganiriye. Mbese uri gukora wishingikirije imbaraga z'umwanya ufite cyangwa wishingikirije imbaraga z'umwuka?
3. Ni gute uri gukora imyitoto y'umwuka nk kwihherera, gusenga, kwiyiriza ubusa no kuruhuka? Ni izihe ngamba zikenewe zagufasha gukora ingengabihe yawe kugira ngo ushobore gukora no gutanga urugero rwiza ku byerekeye imyitoto y'umwuka? Ni izihe ngamba zikenewe zagufasha gukura muri iki gice? Byandike mu gice kiri hasi.

### ISENGESHO

Data wo mu ijuru, Umwana wawe Yesu Kristo yatanze urugero rwiza rw'ubuyobozi bw'umwuka. Mfasha kwigana ubuyobozi bwe. Ndagushimiye ku mpinduka nziza azanye mu buzima bwanjye no mu muryango wanjye. Ndagushimiye ku ngero nziza n'ingero mbi z'ubuyobozi bw'umwuka ziboneka mu Byanditswe. Reka zimfashe kumenya uko nakoresha ubuyobozi mfite. Mfasha kuyobora nishingikirije imbaraga z'umwuka aho kwishingikiriza umwanya mfite. Unshoboze kwifuza cyane imyitoto y'umwuka kugira ngo mpinduke umuyobozi mwiza ubereye ubwami bwawe. Data, nshoboza kutikunda no kudatinya gutanga umugisha w'umwuka ku bayobozi b'ejo hazaza, kandi umfashe kubategura mbyinshimiye kugira ngo umunsi umwe bazabashe gufata ubuyobozi neza. Nshoboza kugira ngo ubuzima bwanjye bwo gusenga bube bwiza, bugire imbaraga, kandi bimfashe kuba icyitegererezo cyiza ku bayobozi b'ejo hazaza wampaye kwitaho.

Amen.



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**IHAME RYA 5: UBUYOBOZI BW'UMWUKA**

GAHUNDA KU B'IGIHE KIZAZA

## IHAME RYA 6: UBUYOBOZI BWUZUYE UBUNTU

*“Tubona ubwiza bwe busa n'ubw'Umwana w'ikinege wa Se, yuzuye ubuntu n'ukuri.”*

Yohana 1:14

### REMA “IMIBEREHO N’IMIBANIRE BIRANGWA N’UBUNTU

Ijambo “imibereho n’imibanire birangwa n’ubuntu” naryumvise bwa mbere mu gitabo cya Bill Thrall, Bruce McNicol, na Ken McElrath cyitwa *The Ascent of a Leader: Kivuga uburyo imibanire isanzwe iteza imbere imiterere idasanzwe kandi izana impinduka. Ndifuzza ko abayobozi bariho n’abayobozi b’ahazaza basoma iki gitabo.*

Dushingiye ku byo aba banditsi bavuze, bagize bati; *“Abantu benshi bamenya imibereho irangwa n’ubuntu igihe bayibona. Bita gusa ku musaruro: abantu bumva batekanye, bakuze, bizerana, babanye mu kuri, bishimana hamwe, baseka cyane, bakora neza ...abantu bumva bafite imbaraga...Bazi gutandukanya umwuka mwiza ukorera mu bugingo bwabo, ubaha ibyiringiro bituma bavuga ngo ‘aha ni ho nkwiriye kuba” (Thrall, McNicol et al. 1999).*

Nanone kandi, abanditsi batanga ubusobanuro bavuga ko imibereho irangwa n’ubuntu *“igendana n’imibanire y’ubuntu hagamijwe kurema imico aho icyizere, guhanga udushya, ibyiringiro n’ibindi byiza bigaragarira.”* Ku rundi ruhande *“mu mibereho itarangwa n’ubuntu,*



***“Ni ukuri ni  
iby’umugisha kuri jye  
gukorera ahantu  
hatekanye ndi kumwe  
n’abandi bizera.”***  
**(Gore, Imyaka 31-35,  
UsA).**



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*gutonesha kose no gukunda bigomba kwitabwaho. Igihe abantu bose bacumuye, bumvise ko gutoneshwa cyangwa gukundwa bibasaba ibintu bihenze, batakaza icyizere” (Thrall, McNicol et al. 1999).*

Iyi mibereho n'imibanire birangwa n'ubuntu byumvikana n'ibizwi cyane igihe twitegereje umuco Yesu yaremeye abigishwa be mu myaka itatu babanye bakora umurimo. Iyi mibereho n'imibanire birangwa n'ubuntu tubibona mu mapaji y'Isezerano Rishya haba mu rugo kwa Lazaro w'I Betaniya, mu nkiko zakoreraga mu rusengeru, mu masinagogi, ku muriro w'amakara cyangwa mu cyumba cyo hejuru. Yesu yaremeye imibereho n'imibanire birangwa n'ubuntu maze bihinduka icyitegererezo cy'umuryango muzima, urangwa n'umuco wo gukora uri mu mubiri wa Kristo. Abigishwa bari bazi ko bafite agaciro, bakundwa, bizerwa kandi bishimirwa ku bo bari bo. Bari bafite umudendezo wo kuba abo bari bo iruhande rwa Yesu babitewe n'imibanire y'ukuri n'imibereho irangwa n'ubuntu bwuzuye.

Itorero rya mbere ry'I Yerusalemu ni urugero rwiza cyane rwerekana itorero rifite umuco muzima. Nubwo hatabura inenge, iri torero ryerekanye umuco wo kugira ubuntu, ukuri, icyizere, guhanga udushya, kugira neza, umudendezo, ibyiringiro n'urukundo. Abayobozi bakaba n'intumwa bubatse umuco w'itorero ushingiyeye ku mibanire n'imibereho birangwa n'ubuntu bishimiye bari kumwe na Yesu Kristo.

Umuco wawe umeze gute? Abayobozi b'ejo hazaza bo mu ishyirahamwe ryawe basobanura gute imibereho yanyu? Mbese bayisobanura nk'umuco w'ubwoba, wo kugenzura cyangwa kurobanura ku butoni? Cyangwa bashobora kwemeza ko umuco w'ubuyobozi bwawe urangwa n'ubuntu? Ndagushishikariza kugirana ibiganiro bitanga umusaruro n'abayobozi b'ejo hazaza byerekeye umuco uranga ishyirahamwe ryawe. Ubatumire bagire uruhare rwo kwisuzuma. Niba nta n'umwe utanze igitekerezo cyangwa buri wese akaboneka ko afite ubwoba bwo kugira icyo avuga, ibyo bizasobanura ko ibintu bitagenda neza cyangwa batakwishimiye bityo uzaba ufite *“imibereho itarangwa n'ubuntu”*. N'imiryango ifite imibanire mizima igira umwanya wo kuyivugurura, kandi ndagushishikariza gutumira abayobozi b'ejo hazaza kugira uruhare rukomeye mu kugufasha kurema imibereho

n'imibanire birangwa n'ubuntu mu ishyarahamwe ryawe.

Yesu yari yuzuye ubuntu n'ukuri. Yasize urugero rwiza abayobozi bashobora gukurikiza. Niba abayobozi buzuye ubuntu n'ukuri, icyo gihe bazahinduka ibikoresho muni y'ubuyobozi bwa Mwuka Wera, mu kurema imibereho n'imibanire birangwa n'ubuntu mu mashyirahamwe yabo. Umurimo w'Imana mu bice byose bya sosiyete – mu kazi, uburezi, iyobokamana, ubugeni, siyansi n'itumanaho, mu muryango cyangwa muri guverinoma – nta kintu udusaba atari ukurangwa n'ubuntu n'ukuri.

#### TANGA AMAHIRWE YA KABIRI

Zimwe mu nkuru nkunda cyane mu Byanditswe ni izivuga ku gutanga amahirwe ya kabiri. Ni nde udakunda inkuru y'umwana w'ikirara wa wundi se yahaye amahirwe ya kabiri? Twese dukunda kumva uburyo Yohana Mariko yahawe amahirwe ya kabiri yo kuba umuyobozi w'umwuka, dushimira mubyara we Barinaba wanze kumutererana. Wa mugore wafashwe asambana yahawe amahirwe ya kabiri na Yesu. Zakayo ku iherezo yahawe amahirwe ya kabiri, na Yona yahawe amahirwe ya kabiri akomeye, nubwo yananiwe kuyishimira cyane nk'uko twari kuyishimira.

Ahari iyindi nkuru ishimishije cyane y'amahirwe ya kabiri ivugwa mu Ibyanditswe ni inkuru ya Yesu yongeraga gushinga umurimo Petero amusanze ku nkombe z'inyanja ya Galilaya. Urebye ukuntu kwihakana Yesu kwa Petero byari bikomeye, by'umwihariko ugendeye ku magambo yo kwishongora yavuze mbere yo kugambanirwa no gufatwa kwa Yesu, aho Petero yavuze ko atamuhemukira, dushobora kubona urugero rutunganye rw'umuyobozi w'umwuka uhangana no gutsindwa abikoranye urukundo kandi agafasha umuyobozi ukiri muto gusubirana umuhamagaro n'intego bye. Yesu yaravuze ngo, *"Simoni mwene Yona, urusha aba kunkunda?... Ragira abana b'intama banjye ... Ragira intama zanjye ... Ragira intama zanjye"* Yohana 21:15-17. Yesu yacanye umurimo, agaburira abigishwa be barasabana mu mibereho n'imibanire birangwa n'ubuntu maze akomereza ku murimo w'ingenzi w'ubuyobozi kugira ngo agarure umuyobozi mwiza ku birenge bye. Nk'uko byari bikomereye Petero, icyo yari akeneye ni uwamusubizamo ibyiringiro kandi yifuzaga cyane amahirwe ya kabiri! Twese twishimira cyane uburyo Petero yongeye kugirwa





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umuyobozi w'umwuka. Tekereza uko amateka y'itorero yari guhinduka n'uko lbyanditswe byari kumera iyo abayobozi b'umwuka badahabwa amahirwe ya kabiri.

Intumwa Pawulo, nk'umwe mu bayobozi bubashywe baboneka mu Byanditswe, hari aho ubwe yacitse intege nk'umuyobozi. Kimwe muri uku kunanirwa kwe biboneka igihe atabashije guha amahirwe ya kabiri umuyobozi ukiri muto witwaga Yohana Mariko. Kunanirwa kubabarira no korohera uwo bakorana byatumye Pawulo yica umubano wari wacuzwe n'Umwuka Wera *“Mundobanurire Barinaba na Sawuli, bankorere umurimo mbahamagariye gukora”*. Iyo intumwa Pawulo yumva Barinaba kandi agaha Yohana Mariko amahirwe ya kabiri, yari kuba arinze rimwe mu matsinda meza y'abavugabutumwa isi itigeze kubona, kandi yari gutangazwa no kubona Yohana Mariko akura mu buryo bw'umwuka kandi atanga umusaruro. Ku bw'ubuntu bwayo, Imana yahaye intumwa Pawulo amahirwe ya kabiri.

Kuri wowe bimeze gute muyobozi mukundwa? Mbese uri nka Pawulo, ntushaka gutanga amahirwe ya kabiri igihe abayobozi b'ejo hazaza bagize intege nke? Mbese ntiwihangana kandi ntubabarira igihe abayobozi batannye? Reka gutere intege zo gukurikiza urugero rwa Barinaba. Urebe ubushobozi budakoreshwa buri mu bayobozi bari gutsindwa, batigirira icyizere, bafite intege nke n'ubwoba. Ibuka inshuro wahawe amahirwe ya kabiri mu rugendo rwawe rw'ubuyobozi. Ufatire icyitegererezo kuri Yesu maze wifuze guhumuriza mu rukundo no kongera kurema bushya abayobozi batannye.

Bishobora kuba byavuzwe hano ko imyifatire imwe igira ingaruka ishobora kubuza umuyobozi w'umwuka kugumana inshingano yari asanzwe afite mu ishyirahamwe. Koko rero, ntibyashoboka ko bene aba bayobozi baguma mu ishyirahamwe bitewe n'imibereho cyangwa umuco waba uriho. Ibi byari bikwiriye kuba umwihariko aho kuba itegeko mu mico irangwa n'ubuntu bwuzuye. Ubuntu, kurobanura n'inama z'ubushishozi ni ingenzi cyane mu bihe bikomeye bishobora kubaho ntagushidikanya. Ubuyobozi bwawe bushobora kuba bufite uruhare rwo gufasha umuyobozi w'ejo hazaza kugira ngo abone umwanya mushya wo gukoreramo umurimo n'ahantu ashobora gutangira bundi bushya. Ku bakunda siporo, umuyobozi

watsinzwe ashobora guhabwa “*ikarita y’umuhondo*”, ariko amboko y’Uwiteka atanga “*ikarita zitukura*” nke. Fata umwanya uhagije wo gutekereza, kwatura, no kubaho bundi bushya, gutanga inama no gutoza birakenewe cyane mbere y’uko usubiza umuyobozi muto mu mukino. Impinduka wazana nk’umuntu mukuru zizabafasha kongera kwiyemeza kandi bizabaha ayandi mahirwe yose yo kuba umuyobozi mwiza.

## IHANGANIRE KUDAKURA

Igihe abigishwa bagiraga impaka hagatiyabo zerekeye ubukuru, bariho berekana ko badakuze mu buryo bw’umuka. Aho kugira ngo abacyahe abaziza kujya impaka, cyangwa abareke ko ari we mukuru kurusha abigishwa be, Yesu yahindukije ikiganiro cyabo mu kubigisha uburyo bakwiriye kuba bakuru by’ukuri. Yafashe umwana muto mu maboko ye maze atangira kubigisha ibyerekeye ubukuru. Dushingiye ku byo Yesu yavuze, inzira igana ku bukuru mu bukungu bw’Imana ni ukwifuzza kuba uw’inyuma. Inzira yihuse iganisha imbere mu buyobozi bw’umwuka mu Bwami bw’Imana ni ugushyira abandi imbere. Uku ni ukuri kwa Yesu bari bakwiriye gutekerezaho. Kwifuzza kuba bakuru ntabwo byari ikibazo ku bigishwa. Ahubwo bari babifiteho ubumenyi butari bwo. Imana ishimwe ku nyigisho za Yesu zerekana kwihangana, bashoboye kwiga inyigisho z’ingenzi mu buyobozi bw’umwuka.

Igihe Yesu yabwiraga abigishwa be, muri Yohana 14, ko agiye kubategurira ahabo kandi ko umunsi umwe azagaruka kubajyana mu mazu yabo mashya, Filipo yaramubwiye ngo, “*Databuja, twereke Data wa twese biraba bihagije.*” Yesu aramusubiza ngo, “*Nabanye namwe iminsi ingana ityo, kandi ntiwari wamenya, Filipo?*” Yohana 14:9 igisubizo cya Yesu ku kibazo cya Filipo cyerekana ko Filipo atari afite ibitekerezo bikuze.

Rimwe na rimwe, igihe urera abayobozi b’ejo hazaza uzabona ko ubwenge n’ubushishozi byawe bigendana, kandi ko bidasigana n’ibyo ubigisha n’icyitegererezo ubereka. Nuko mu gihe,



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kudakura kwabo kwagaragara, ushobora gutekereza uti; *“uzi ko unkinisha! Kuko ibi tumaze kubisubiramo inshuro nyinshi! Nari nzi ko wabimenye kandi ko tugiye gukomereza ku bindi! Mbese ibyo mvuga urabyumva? Nimunshakire undi munyeshuri mushya, uzashobora kumva ibyo ntoza!”*

Gutoza abayobozi b'ejo hazaza bagikura bishobora kugerageza kwihangana kwawe. Ibuka, uko Pawulo yabwiye wa mupasitori muto ari we Timoteyo ngo yirinde muri byose. Abayobozi bakiri bato baba bafite impano n'ubushobozi bitegereje kujya hanze, ariko rimwe na rimwe gukorana badakuze bishobora gutuma dutakaza ubushishozi bwacu muri cya gihe batara imbere, *“ujye ugira umwete wo gusoma no guhugura no kwigisha”*

Timoteyo 4:9

Kurakara bya hato na hato bitewe no gukorana n'abantu badakuze ni ingaruka zihoraho, ni cyo gituma ukwiriye kugira umwete no kwihangana. Wibuke kandi ko abayobozi b'ejo hazaza bagomba na bo kwihangana mu gihe bari gukorana n'abayobozi bariho kuko aba bashobora rimwe na rimwe kutaborohera kandi bagatinda gufata icyemezo. Muri uru rugendo bisaba ko mwese mugira kwihangana no gukorera hamwe.

**KORERA KU GIHE KANDI MU GIHE USUBIZA UTERE INTEGE**

*“Intumwa zigarutse zitekerereza Yesu ibyo zakoze byose, arazijyana azihererana ahegereye umudugudu witwa Betsayida. ...”* Luka 9:10

Yesu yohereje abigishwa be cumi na babiri mu murimo abaha ubushobozi n'ubutware bwo kubwiriza ubwami bw'Imana, gukiza indwara no kwirukana abadayimoni. Igihe bagarukaga, ntiyatizze kwakira raporo z'ibyo bakoze. Nuko abatwara mu mwiherero w'iby'umwuka I Betsayida. Nubwo abantu benshi baje kubabona bigatuma umwiherero wabo urangira vuba, ibi bikomeza kwerekana umuyobozi w'umwuka uharanira gutera intege no gusubiza ku gihe. Umurimo we wari ukugerageza kureba ko ubuyobozi bwabo bukorera hamwe, burangwa no kwizera no guterana intege. Byari ngombwa cyane ko batanga raporo y'ibyo bize mu murimo bari bavuyemo. Abigisha beza n'abatoza babonera amahirwe mu bihe byigisha, ntibabyishimira gusa, ahubwo byongera ubumenyi bwabo.

nk'umuyobozi uriho ushaka kurera ab'igihe kizaza bakavamo abayobozi bafite inshingano ikomeye, ni amahirwe yawe n'inshingano yawe kurema imirimo yigisha igerageza ubuyobozi, kwizera n'umwete by'abayobozi bawe b'ejo hazaza. Bakeneye kwagurwa, kandi bakeneye gukoresha ubumenyi bwabo mu gihe cyagenwe, ibyo bizashyigikira ibyo wabigishije. Hari urwego rw'ubushake rugomba gukoreshwa mu guteza imbere ubuyobozi, kandi ugomba kwitoza gukurikirana vuba abayobozi b'ejo hazaza mu gihe ubumenyi basigaranye mu mutwe no mitima yabo bukiri bushya.

Shishikariza abayobozi b'ejo hazaza kwandika umurimo wose wabahaye gukora kugira ngo babashe gutanga raporo y'ukuri ku byo bamenya buri muni n'ibyo batekereza. Zirikana kwishimira ibyiza bagezeho n'ibishya bamenye. Onger ubahe icyerekezo mu gihe bishoboka, ariko wirinde guhora ubanenga. Wibuke ko abayobozi bose bigira mu byo bakora, kandi rimwe na rimwe bakora amakosa ndetse bakabura amahirwe bitewe n'ubunararibonye buke. Muri byose nta cyabagirira nabi mu buryo buhoraho. Ni ingenzi cyane kwibuka ko kwiga, gukora, gutekereza no kongera gushyira ibintu mu buryo ari bimwe mu bituma umuntu arushaho gukura. Ndagushishikariza gutekereza ku miyoborere yawe. Igihe uhayeho akazi umuyobozi w'ejo hazaza, ubikora mu buhe buryo kandi ugamije iki, mbese ubikora ushaka gutanga amahirwe yatuma yunguka inama zamufasha, mbese umutera intege kandi ukamusubiza mu buryo ukwiriye? Niba ukurikirana umuyobozi w'ejo hazaza mu buryo bwihuse ntabwo ukeneye kwisobanura.

## IBYO GUTEKEREZAHO

1. Ni gute wasobanura umuco w'imibereho uyoboreramo? Ese urangwa n' "imibereho n'imibanire y'ubuntu" cyangwa ni umuco wo kugenzura, ubwoba, gutera ubwoba cyangwa kwigunga? Ese abo uyobora bashobora kuvuga ko imibereho ubayoboreramo ari mizima cyangwa idakora? Mbese bashobora gutinya gusubiza ikibazo nk'iki mu maso yawe? Mbese watinya kumva ibisubizo byabo?
2. Ni nde muyobozi w'ejo hazaza uri mu gice cy'ubuzima uzanamo impinduka



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ukeneye ko wamuha amahirwe ya kabiri cyangwa wamuha umugisha?  
Ni iki kikubujije kwita ku byifuzo byabo?

3. Wifuza bingana iki gutanga imirimo yigisha no gukurikirana ku gihe abayobozi b'ejo hazaza? Fata umwanya muto maze utegure umurimo wabafasha kwagura ubuyobozi bwabo, kwizera, n'ishyaka bafite. Tegura inama yo gukurikirana ibyo bakora cyangwa umwiherezo wagufasha kuvuga ibyo bakora ubatera intege. Andika ibintu byose mu gice kivuga ingamba wiyemeje n'igihe uzabikorera.

### **ISENGESHO**

Data, ndifuzako Umwuka wawe Wera anshoboza kurema umuco w'ubuyobozi mu ishyirahamwe ryanjye ugizwe n' "imibereho n'imibanire birangwa n'ubuntu". Mwami, ni wowe wenyine ushobora guhindura imitima, ariko unkoreshe kugira ngo nyobore abantu bawe bashobore kugira imibanire yuzuye ubuntu n'ukuri. Unkureho umwuka w'ubwoba cyangwa wo gutera ubwoba, kandi wirukane icyifuzo cyose cyo kugenzura kandi umfashe gushyiraho umuco muzima uruta uwo twamenye. Data, ungirire ubuntu mbase gutanga amahirwe ya kabiri kandi nshobore kwihanganira abayobozi b'ejo hazaza batarakura, nk'uko Umwana wawe Yesu yabikoreye abayobozi wamushinze. Ndifuzako umuco wacu werekana indangagaciro z'Ubwami bwawe bw'iteka ryose, aho kwerekana indangagaciro z'isi. Mbisenze mu izina ry'Umwana wawe Yesu.

Amen.

<b>IBIKORWA BIKENEWE</b>	<b>IGIHE</b>

**Guhagurutsa Ab'Igihe kizaza 57**

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# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE



***“Mfite umupasitori  
mwiza cyane ushyira  
imbere gufasha no  
gushyigikira iyerekwa  
Imana yampaye.”***  
**(Gore, imyaka 26-30,  
UsA)**

## **IHAME RYA 7: UBUYOBOZI BUSHYIGIKIRA**

“Ni ukuri, ni ukuri, ndababwira yuko unyizera, imirimo nkora na we azayikora ndetse azakora n'iyiruta, kuko njya kwa Data.” Yohana 14:12

Yesu yashyigikiye abigishwa be cumi na babiri. Nyuma y'imyaka itatu ikomeye yo kubategura, Yabonye bitaraba ko hari umunsi bazakora ibiruta ibyo babonye akora. Birumvikana ko isoko y'ibyo “ibirutaho” yari kuva mu butware bwa Yesu hamwe no mu mbaraga z'Umwuka Wera. Buri gihe, Yesu yifuzaga gusiga umurimo w'inshingano nkuru n'uwo kubyara no gukuza Itorero ku ntumwa n'abigishwa bose bari gushinga ikirenge mu cye. Umurimo w'Ubutumwa bwiza no guteza imbere ubuyobozi ukenera gushyigikirwa. Intego ya nyuma yo gutegura ubuyobozi ni ukubareka igihe biteguye kuyobora maze tukabahesha umugisha ndetse tukabaha ubufasha bukomeye. Biratangaje cyane kuba abayobozi bamwe bafata nabi iki gitekerezo cyo guteza imbere abayobozi b'ejo hazaza, bakabifata nk'umurimo utiyubashye aho kuba umurimo wiyubashye. Twizera ko iki gitabo kizakebura abafite ibitekerezo nk'ibyo.

Mu Butumwa bwiza bwa Matayo, tuhabona inkuru ivuga ku gushyigikira abayobozi.  
Matayo 14:15-16

haravuga ngo, "Umunsi ukuze, abigishwa be baramwegera bati "Aha ngaha ntihagira abantu none umunsi urakuze, sezerera abantu bajye mu birorero bihahire ibyokurya." Yesu arabasubiza ati "Ntakibajyanayo, mube ari mwe mubagaburira."

Byari kugenda gute, iyo Yesu yemera igitekerezo cy'abigishwa cyo gusezerera aba bantu benshi? Ahari hari ukuntu ikibazo cyari kwikemura ubwacyo.

Ibihumbi by'abantu bari gusezererwa, bakagenda bashonje, kandi birashoboka ko nta masoko menshi cyangwa ingo nyinshi byari kubasha kugaburira aba bantu. Bari gukora urugendo rw'iminsi maze bagasubira mu mijyi no mu midugudu yabo bashonje. None se byari kugenda gute iyo Yesu akora igitangaza agahaza aba bantu benshi maze akabohereza iwabo muri iryo joro? Buri wese yari gutaha ahaze, kandi abigishwa bari kwirata bakavugaga ko ari bo bibukije Yesu ko abantu bashonje. Nyamara abigishwa bari kuba bahombye amahirwe yo gufatanya na Yesu muri iki gitangaza cy'Imana cyo kugaburira abantu, kikaba ari n'igitangaza kigifasha abantu ba kino gihe.

Nuko rero, Yesu yahaye abigishwa be amahirwe adasanzwe yo kwiga no kumenya isomo ryo kwizera byimbitse ko Imana ihaza abantu.



***“Hano muri Kameruni, abantu benshi birabagora kwemera ‘impinduka’ bahitamo kuguma ku buryo bwa kera bakoramo ibintu kandi ibi bituma iterambere ryo guhangudushya rigenda buhorocyane kandi rikagorana” (Gabo, Imyaka 18-25, Kameruni)***





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Mu buryo bw'abantu, abigishwa bari bazi ko badafite ubushobozi bwo kugaburira abantu barenze cumi na babiri. Nyamara Yesu abategeka kugaburira abo bantu bakoresheje ibyo kurya bike bari bakusanyije. Ibaze nawe uko biyumvise nk'abasaze igihe bazaniraga Yesu ibi biryo bike kandi bari banasanzwe bagendana n'aba bantu ibihumbi. Ku rundi ruhanda wibaze uko abigishwa bari kwishima iyo Yesu afata ibyo bari bamuhaye akabitubura kugira ngo agaburire buri wese wari ushonje.

Igihe abigishwa bari bafashe udutebo turimo imigati n'amafi byasigaye, dushobora gutekereza ukuntu kwizera kwabo kongeye kuzamuka kandi bakarushaho kumenya Imana nk'uko izuba rirasa umunsi umwe nk'aho ritazongera kurasa. Uwo munsi, abigishwa batangiye gutekereza ko byose bishoboka. Niba Yesu yarashoboye gufata imigati itanu n'amafi make akagaburira abantu ibihumbi, ni iki yari gukorera ubugingo buciye bugufi bukerekana igikorwa cyo kwizera?

Imana ishaka kugukoresha kugira no wagure kwizera kandi ukebure ibyo abayobozi b'ejo hazaza bibwira. Bakeneye guhabwa ibibazo bibatera ubwoba kugira ngo bamenye uko babikemura, batareba gusa uko ubakemurira ibibazo. bakeneye kumenya no kureba ubushobozi Imana yabahaye, nubwo muri kano kanya bashobora kwibwira ko ubwo bushobozi ari buke. Barifuzaga kugira uruhare mu gitangaza cy'ibyo Imana itanga n'imigisha yayo. Mbese uri kubaha amahirwe yo gukora ibintu bidasanzwe babikoreye ubwami bw'Imana? Mbese uri kubatera integar zo kwemera kwakira ibibazo no kwizera Imana? Imana irashaka kuzamura abayobozi b'ejo hazaza bagatekereza ko byose bishoboka, kandi ni umurimo wacu kubafasha kuba muri uwo mwanya.

### **BA UMUVUGIZI W'ABAYOBOZI B'EJO HAZAZA**

Ni he abayobozi batangirira igihe bibaye ngombwa ko bashyigikiriza ab'igihe kizaza kuvamo abayobozi bafite inshingano ikomeye? Mu rubyiruko twakoreyeho ubushakashatsi bavuze ko kimwe mu byo bifuzaga cyane kugira ngo bakureho icyuho kiri mu buyobozi bw'itorero ryo mu isi ari ukugira umuvugizi wafasha

abayobozi bariho kubumva neza no gushyigikira urubyaro rwabo.

Reka tuvugishe ukuri. Buri wese muri twe yumvise cyangwa yakurikiranye ibiganiro aho urubyaro rwavutse mbere bavuga nabi urubyaro rushya rw'urubyiruko bari hagati y'imyaka 18 na 35. Muri Amerika y'Amajyaruguru, bakunze kuvuga ko urubyaro rw'iki gihe batagira amahame akomeye agenga akazi kabo, kuko bakunda kugira ikibazo cyo kuza ku kazi ku gihe, kandi ko batizerwa mu kazi gasaba inshingano nyinshi cyangwa guhozaho. Ijambo "kwirarira" akenshi rikoreshwa bavuga urubyaro rw'iki gihe. Ni abantu rimwe na rimwe baboneka nk'abadatuza, bikunda, batita ku bandi cyangwa b'abanebwe. Nubwo hariho abakuru bashobora kwitwara muri ubu buryo, ntabwo mu by'ukuri iyi miterere twayishyira ku itsinda ry'imyaka runaka. Mu by'ukuri, iri suzuma ntabwo rivuga ku b'iki gihe bose, kuko mu by'ukuri twaba turi kubahemukira.

Abakiri bato akenshi babona ibintu mu buryo butandukanye, kandi ibyo bashyira imbere, indangagaciro zabo n'imyizerere yabo bitandukanye n'iby'urubyaro rwabayeho mbere. Ibi kandi bishobora kuvugwa ku mbyaro zitandukanye z'abakiri bato zabayeho mu mateka. Tugomba kwirinda cyane, ntidutekereze ko urubyaro rwacu ruri hejuru y'izindi mbyaro. Natwe dufite ibibazo byinshi bitwugarije nko gushaka imitungo ifatika, kugura ibyadutse byose no kubaho bitandukanye n'abandi, ubwo simvuze ibyerekeye no kubatwa n'akazi biboneka cyane muri Amerika y'Amajyaruguru.

Ni byiza kutibasira urubyaro rumwe kuko abantu babona isi kandi bayitwaramo mu buryo butandukanye, abayobozi bariho ubu bakwiriye uko bifata igihe bari imbere y'ab'igihe kizaza. Hano hari ibitekerezo bike byagufasha gushyigikira abayobozi b'igihe kizaza. Kuganira na bo ubabwiza ukuri. Kumenya ibyo bizera n'ibyo baha agaciro. Kubasha kwakira ibitekerezo n'ibisobanuro bitandukanye ku muco, kuri politike no ku iyobokamana. Kugira ubushake bwo kumva ibyo bemera n'ibyo batekereza nubwo utabisobanukiwe cyangwa utemeranya na bo. Batumire mu rugo musangire. Ushake ibyo muhuriyeho. Basangize amakuru y'ubuzima bwawe. Ubafate nk'abantu bakuru nk'abantu mungana. Mu ijamba rimwe, ububahe.

**Guhagurutsa Ab'Igihe kizaza 61**



## KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Niba Imana yaradushinze ab'ejo hazaza kugira ngo bavemo abayobozi bafite inshingano ikomeye, kandi ikaba yarabahaye Umwuka Wera kubashoboza, nuko rero, tugomba gukurikira aho ituyobora kugira ngo dukore ibishoboa mu kubategura no kubashyigikira bazabashe kuvamo abagabo n'abagore Imana ishaka ko baba bo. Bakeneye abayobozi iruhande rwabo bakora nk'abishingizi babo, nk'abatoza babo cyangwa bafata nk'intwari z'urubyaro rwabo. Nizera ko urubyaro rwacu ruzahabwa agaciro bitewe n'uko tuzabashyigikira, tuzabavuganira, tuzabategura ndetse n'uko tuzatera integer uru rubyaro rw'ejo hazaza Imana yahaye inshingano.

### SHYIGIKIRA KUREMA NO GUHANGA UDUSHYA

Kubaka imibanire y'ukuri n'abayobozi b'ejo hazaza bitera intege kandi birashimisha. Mu gihe cy'imyaka 25 irenga, ninjiye mu byerekeye gutoza abayobozi bakiri bato, kandi nemera ko ari kimwe mu byanshishikaje cyane mu murimo wanjye. Hari imbaraga nyinshi, kurema no guhanga udushya biva mu bayobozi bakiri bato badatinya kugira inzosi zihambaye no kwirengera ingaruka byazana ku bw'Imana. Ibyo babura mu bwenge no mu bukuru babibonera mu gukora ibyo bakunda no gukora cyane. Imbyaro zombi zikorera hamwe zigahuza izi mbaraga kugira ngo zubake itsinda ryiza.

Reka tubirebe. Abayobozi bariho bakeneye abayobozi bato nk'uko abayobozi bato badukeneye. Dukunda gutekereza cyane ibyerekeye kwirinda,

***“Urubyaro rwanjye  
rufite ibitekerezo  
byinshi bishya,  
ubushake bwo  
gukorera  
Imana, n'ubushake  
bwo gufasha mu  
mbaraga zacu zose  
kugira ngo dutenze  
imbere inzu y'Imana.”  
(Gore, Imyaka 18-25,  
Uburusiya)***

guteganya, ihumure, n'urwego rw'imibereho twebwe abakuru dushaka. Akenshi dutinya gutsindwa aho gutinya kudaha agaciro uburyo dukora ibintu. Urubyaro rw'ejo hazaza ruradukebura tukumva ko tutagomba kwicara ngo dutuze, ibi bikadutera intege zo gutera imbere mu kurema no guhanga udushya tubikoreye ubwami.

Ijambo twese dukwiriye gushyira mu magambo dukoresha mu buyobozi bwacu ni ukubaka ibitekerezo. Inkoranyamagambo isobanura ijambo kubaka ibitekerezo nk' *"ubushobozi cyangwa igikorwa cyo kubaka ibitekerezo byo kwidagadura"* (Merriam-Webster Inc. 2016). Amagambo asobanura kimwe no kubaka ibitekerezo ni ugutekereza, guhanga ibishya no kugira umwimerere. Abayobozi b'ejo hazaza bafite ibitekerezo byinshi, barema ibitekerezo bishya kandi by'umwimerere. Uri gukora iki kugira ngo ukusanye ubu bushobozi ubikoreye ubwami?

Ni gute byateza imbere umurimo wawe niba wiyemeje kurema umwanya w'ibitekerezo ishya mu itorero ryawe cyangwa mu ishyirahamwe ryawe kugira ngo ushyigikire ibyo bitekerezo bishya no gukorera hamwe? Bizagusaba gukorera ahantu hatari amategeko menshi kandi hatabangamira ibitekerezo bishya. Kuki utatumira abayobozi b'ejo hazaza bakitabira umwiherero wo kubaka ibitekerezo bishya bari kumwe n'abayobozi basanzwe bo mu ishyirahamwe ryawe aho izo mbyaro ebyiri zishobora kwishimira kumenyana birushijeho ndetse bakareba kure ku munsu umwe cyangwa ibiri bashobora kumarana? Ni iyihe mishinga ushobora gushyiramo abayobozi b'ejo hazaza kugira ngo wubake ibitekerezo byabo n'ibyo bakunda gukora? Uzatangazwa no kubona uko ibitekerezo byabo birimo ubwenge, bihindura kandi bitanga umusaruro mwiza.

## IHINGEMO UMUCO WO KWIZERA NO GUTANGA UMUDENDEZO

*"Jyeweho nazanywe no kugira ngo zibone ubugingo, ndetse ngo zibone bwinshi."* Yohana 10:10

*"Nuko Umwana nababatura, muzaba mubatuwe by'ukuri."* Yohana 8:36

Ubuzima bwuzuye n'umudendezo Yesu yasezeranyije abamusanga ntaho bihurira n'igikorwa cyo guhinduka. Ahubwo ni isezerano ry'urugendo rwose rw'umwuka. Umukiza wacu yifuza ko abantu bo mu mbyaro zose bagira umudendezo kandi mwinshi uwo



## KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

Yesu yatanzeho ikiguzi cy'amaraso ye ku bwacu. Biramubabaza igihe abizera bo mu mashyirahamwe ya gikristo baremye imico yo kugenzura, n'iyabo ubwabo bemeranyijeho aho kuba imico y'umudendezo, kwizera n'ubugingo bwinshi. Iyo abayobozi b'ejo hazaza bumva badafite umudendezo mu gukoresha impano zabo z'umwuka, mu gukora ibyo bakunda, mu kurema ibishya no kwerekana ubushobozi bwabo karemano, haba hari ikitagenda mu ishyirahamwe. Iyo hari ikibatandukanya cyane n'ubuyobozi, ibitekerezo byabo ntibyitabweho, cyangwa hakaba hari umubano mubi hagati y'abo n'abayobozi basanzwe, ibi byerekana umuco w'ubuyobozi utameze neza.

Abayobozi bariho Imana yabahaye inshingano zo gutera integer urubyaro rw'ejo hazaza kugira ngo bavemo abagabo n'abagore bafite kwizera n'umudendezo. Nkunda kubwira abayobozi bakiri bato ko Imana yabahaye *“umudendezo wo kugira inzosi n'ishyaka ryo kuvumbura.”* Imana yifuza ko abayobozi bayo bakomera kandi bagira ishyaka, ndetse bakagira umudendezo wo kugira inzosi no kwemera kwakira akaga kabageraho babikoreye Ubutumwa bwiza.

Mbese utera intege abayobozi b'ejo hazaza cyangwa wemera kwakira akaga kakugeraho ubikoreye Ubwami bw'Imana? Mbese igipimo cyawe cyo kwizera kiruzuye cyangwa kiri hafi gushira muri uru rugendo rwawe rw'umwuka? ese ubuyobozi bwawe wavuga ko butera intege? Hari urubyaro ruri gukura rukeneye guterwa intege kugira ngo bavemo abantu bafite kwizera n'umudendezo. Umurimo wawe ni ugutoza uyu muco mu rubyaro rw'ejo hazaza no kuba icyitegererezo cyo kwizera, gutera intege, kwemera kwakira akaga ubikoreye Imana n'umudendezo wo gukurikira ibyo Imana yifuriza umutima wawe.

### TANGA AMAHIRWE YO GUHAGARARIRWA MU MIRIMO MYIZA

Nk'uko biboneka mu Isuzuma ry'ibikenerwa cyane mu isi, umuryango Global Advance wabajije abayobozi b'ejo hazaza ngo, *“ni ayahe mahirwe agukurura cyane?”* Twasanze 36% barahisemo ngo, *“kurema ikintu gishyamba kandi kihariye,”* 29% bahitamo gufata ikintu cyangiritse bakongera kugikora, 19% bahisemo gufata ikintu gisanzwe gikora neza maze bakakivugurura mu bundi buryo bwiza bwisumbuyeho, hanyuma 16% bahitamo gufata neza ikintu gisanzwe

gikora neza.

Twabajije kandi ngo, *“Ni iyihe nshingano cyangwa imibanire iboneka mu ishyirahamwe yagutera intege zo kugira ibyo ukora?”* Twasanze 57% barahisemo ngo, *“ishyirahamwe ryifuza gufatanya nanjye, ryifuza guhindura cyangwa kurema umuco mushya”* naho 43% bahitamo ngo *“ishyirahamwe rifite ahantu henshi umuntu yakora.”*

Abayobozi b’ejo hazaza bifuzaga kuba amatsinda afatanye ku buryo bazana impinduka ku muco. Bifuzaga kuba abafatanyabikorwa kandi bagakorana n’abayobozi bariho hamwe n’amashyirahamwe ariho. Benshi muri bo bakunda gutangira gahunda nshya cyangwa gufata gahunda nshya bakazishyira ku rundi rwego rushya. Akenshi imbogamizi zikomeye bagira mu buyobozi bwabo no mu kurema ibishya ntabwo ari ubushobozi bwabo buke, ahubwo ni abo bakorana igihe badahawe amahirwe meza yo gukora no kuyobora amashyirahamwe.

Kimwe mu byafasha gushyigikira abayobozi b’ejo hazaza ni ukubereka ko ubizera mu gihe baca urubanza no kwizera ubuyobozi bwabo. Ni ingenzi cyane ko bicisha bugufi bagakora imwe mu mirimo idashamaje y’ubuyobozi mu gihe babisabwe, ariko kandi ni ingenzi cyane kubaha amahirwe yo kuyobora imirimo ibasaba kwemera kwakira akaga kugira ngo urebe uko babyitwaramo. Bakeneye guhabwa imirimo n’amahurizo akomeye Imana itanga bya buri muni.



***“isi ihinduka buri segonda, kandi urubyaro rushya ruzi kubyitwaramo neza.” (Gabo, Imyaka 18-25, Viyetinamu)***





## **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE**

Mu myaka yatambutse, igihe nakoraga akazi ko kurwanya inkongi z'umuriro, namaze ibyumweru ndi mu ishuri niga uburyo butandukanye bwo kurwanya inkongi z'umuriro. Nishimiye ubwo burezi kandi numvaga ubumenyi bwanjye buhagije mu kundinda no mu kumfasha guhashya inkongi z'umuriro. Nyamara, muri tewori zo mu isi zose, nta n'imwe yari kubasha kuzana impinduka nk'izo nari niteguriye kubona vuba. Kureba abarimu banjye bahosha inkongi z'umuriro zikaze byashoboraga kuba amahirwe yanjye yo kwiga ubumenyi bushya, ariko nabyo ntibyampuguye nk'uko bikwiriye kugira ngo nshobore gukora akazi kanjye neza. Nari nkeneye gusa gukora umurimo wo kuzimya inkongi y'umuriro kandi koko nemererwa icyo gikorwa cyo kuzimya inkongi y'umuriro nkoresha kizimyamoto, icyo gihe ni ho nashoboraga kumva ko niteguye neza kwinjira mu nyubako yari yuzuyemo umuriro n'umwotsi. Ishuri ryacu ryahawe amahirwe menshi yo kuzimya inkongi z'umuriro zisanzwe n'izitewe n'ibikomoka kuri peteroli mu bice bice bitandukanye kandi bigenzurwa, icyo gihe twabikoraga nk'abimenyereza umwuga. Iyi myiteguro yatumye twigirira icyizere tugira n'ubunararibonye bitwemerera kujya kujya mu kazi, kuko twari tuzi neza ko twatojwe bihagije. Ibi kandi byongereye icyizere abari basanzwe muri aka kazi ndetse bamenya ko bashobora kutwisunga mu bihe bikomeye. Ubushobozi bwacu bwarapimwe kandi ubumenyi bwacu burerekanwa.

Nicyo kimwe rero, kuko niba abayobozi ba none bigisha kandi bakerekana icyitegererezo cy'ubuyobozi gusa, ntabwo bari gutegura abayobozi b'ejo hazaza nk'uko bikwiriye mu bibazo by'ubuzima bibategereje. Bakwiriye guha amahirwe abayobozi bakiri bato bakabayobora muri gahunda zidasanzwe no mu gihe bakiri mu mahugurwa. Iyi myiteguro izafasha abayobozi b'ejo hazaza kwigirira icyizere gikomeye mu bushobozi bw'imiyoborere yabo kandi bizatuma n'abandi babizera, bakamenya ko bateguwe neza ndetse ko biteguye guhangana n'ibibazo bazahura na byo mu murimo w'ejo hazaza.

**TANGA INSHINGANO MAZE WOHEREZE**

*"Nuko Yesu arabegera avugana na bo ati "Nahawe ubutware bwose mu ijuru no mu isi. Nuko mugende muhindure abantu bo mu mahanga yose abigishwa, mubabatiza mu izina rya Data wa twese n'Umwana n'Umwuka Wera, mubigisha kwitondera ibyo*

*nababwiye byose kandi dore ndi kumwe namwe iminsi yose kugeza ku mperuka y'isi.” Matayo 28:18-20*

*“Ubwo basengaga Umwami Imana biyiriza ubusa, Umwuka Wera yarababwiye ati “Mundobanurire Barinaba na Sawuli, bankorere umurimo mbahamagariye gukora.” Nuko bamaze kwiyiriza ubusa no gusenga, baherako babarambikaho ibiganza barabohereza.” Ibyakozwe n’Intumwa 13:2-3*

*“Nuko bamaze kubatoraniriza abakuru mu matorero yose, basenga biyiriza ubusa, babaragiza Umwami Yesu uwo bizeye.” Ibyakozwe n’Intumwa 14:23*

Abayobozi bose bakwiriye guhabwa inshingano no koherezwa kugira ngo bibafashe kumenya aho Imana iberekeza n’umugambi ibafiteho. Iki ni kimwe mu biteza imbere ubuyobozi bw’umwuka, kandi ni umurimo w’ingirakamaro mu rugendo rwabo rw’umwuka. Akenshi, abayobozi b’ejo hazaza baba biteguye koherezwa mbere y’uko abayobozi basanzwe babemerera kugenda. Ariko kandi rimwe na rimwe abayobozi bariho bashobora kumenya ko abayobozi b’ejo hazaza biteguye koherezwa mbere y’uko aba ubwabo babimenya. Abayobozi bamwe bakiri bato bakeneye gushishikara no kwihangana ndetse no gutegereza igihe cy’Imana, mu gihe abandi bakeneye kuvanwa aho bari bagaterwa intege zo kwakira inshingano nshya mbere y’uko batekereza ko biteguye koherezwa.

Mu matorero amwe, ayo Pawulo na Barinaba bashinze, ntabwo bagiraga igihe kirekire cyo guteza imbere abayobozi n’abashumba. Ikindi gihe, bashoboraga kugira umwanya uhagije wo guteza imbere ubuyobozi. Hari aho bashoboraga kumara ibyumweru bamara gushinga itorero bagakomeza babitewe n’itotezwa cyangwa n’Umwuka Wera ubabwiye gukomeza. Nk’uko byari bikomeye guha inshingano no kohereza abayobozi bashya kugira ngo bahabwe imirimo mishya y’ubuyobozi bw’itorero, Pawulo na Barinaba nta yandi mahitamo bari bafite usibye kwimika abayobozi, kubasengera no kwiyiriza ubusa babasabira imbaraga z’Imana no gukora neza no kwiyemeza gukorera Umwami.





## **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE**

Kwiringira Uwituka biba ku mutima w'abatanga inshingano kandi bakohereza abayobozi b'ejo hazaza. Pawulo na Barinaba *“babaragiza Umwami Yesu uwo bizeye”*. Akenshi, ubwoba ni kimwe mu bituma dutsimbarara ku bayobozi b'ejo hazaza, rimwe na rimwe bikaba n'imbogamizi yo kwamamaza Ubutumwa bwiza no kwagura itorero ku rwego rw'isi.

Hariho ikintu gikomeye intumwa zagombaga kumenya igihe Yesu yazamukaga mu ijuru. Hari umurimo w'ingenzi yasigiye Umwuka Wera wo guteza imbere ubuyobozi. Yesu yaravuze ngo, *“Ndacyafite ibyo kubabwira byinshi, ariko ubu ntimubasha kubiyihanganira. Uwo Mwuka w'ukuri naza azabayobora mu kuri kose”* Yohana 16:12. Ibi bikwiirye kwigisha abayobozi bariho none. Abayobozi b'ejo hazaza bazahora bafite byinshi byo kwiga mu buzima bwabo. Ukwiriye kwisunga Umwuka Wera kugira ngo akomeze guteza imbere ubuyobozi bwabo no kubigisha ibyo bakwiriye kumenya. Ugoba kubohereza umaze kubaha umugishakugira ngo basohoze ibyifuzo Imana yashyize mu mitima yabo. Koherezwa kwabo gukwiriye kubashimisha no kuba ubunararibonye batazigera bibagirwa. Shishikariza itorero cyangwa abo mukorana kubemera no kubahesha umugisha. Ntukemere ko bava mu ishyirahamwe ryawe bicira urubanza cyangwa bumva ko batereranywe babitewe n'uko utigeze ubohereza mbere cyangwa watinye ukumva ko hataragera ko bagenda. Umwuka Wera ni we ugena igihe gikwiriye, kandi twese dukwiriye gucira bugufi ubuyobozi bwe maze tukishimira ko boherezwa kugira ngo bagere aho Imana yabateguriye kugera.

Gutanga inshingano no kohereza abayobozi b'ejo hazaza ntibisobanura kurekeraho kugira uruhare mu buyobozi bwabo, cyangwa ko ubusabane bwacu buba buhindutse, akenshi uzabona ko ubusabane tugirana n'abana bacu buhinduka iyo bamaze gukura. Nyamara tuba tukibakunda kandi twifuza kugira uruhare mu buzima bwabo ariko akamaro n'inshingano biba bitandukanye.

Mu gutanga inshingano no kohereza abayobozi b'ejo hazaza, umurimo wawe mushya ugomba kuba uw'ubujyanama, gutoza, no kubabera inshuti cyangwa mugenzi wabo mu buryo bw'umwuka. Ni byiza kubaha urubuga no kubareka bakaba ari bo bafata iya mbere mu gusobanura

imiterere y'ubusabane mufitanye n'inshuro muganira.  
bizeze ubufasha bwawe buhoraho no kuboneka ku bwabo, kandi  
ubashishikarize kukugeraho igihe cyose babyifuje. Ibi bizaba bisobanuye  
byinshi kuri bo mu iterambere ryabo.

Nyuma yo gutanga inshingano no kohereza, ni igihe cyawe cyo gukorana  
n'irindi tsinda rishya ry'abayobozi b'ejo hazaza. Komeza kubaka wisunze  
uburambe ufite uko urushaho kuba inararibonye mu kurera abakiri  
bato. Wibuke ko urugendo rwo guteza imbere ubuyobozi bw'ejo hazaza  
twabonye neza muri 2 Timoteyo 2:2 rugusaba gukomeza gutanga ibyo wigiye  
ku bandi, kugira ngo abo wareze na bo bakore nkawe. Guteza imbere  
ubuyobozi biba byiza rwose iyo wowe n'abo watoje mukomeje gutoza  
n'abandi, nk'uko intumwa Pawulo yigishije Timoteyo gukora atyo. Ni iki  
cyashimisha cyane umuyobozi w'umwuka kuruta kubona umuyobozi w'ejo  
hazaza atangira gutoza abandi bayobozi b'ejo hazaza? Iyi ni yo ndunduro yo  
gutanga inshingano no kohereza. Mbega ukuntu ari amahirwe akomeye kugira  
uruhare mu rugendo nk'uru ruzana impinduka. Reka dufatanye gushimira  
Uwiteka ku bw'umugisha n'amahirwe adasanzwe yaduhaye byo guhagurutsa  
ab'igihe kizaza.

#### IBYO GUTEKEREZAHO

1. Ni uwuhe muyobozi wagushyigikiye igihe watangiraga kwerekana ko ufite  
ubushobozi bwo kuyobora? Ni ubuhe buryo yakunze gukoresha mu  
kugufasha kwigirira icyizere nk'umuyobozi? Fata umwanya utekereze kuri  
uyu muyobozi wazanye impinduka ku buzima bwawe, kandi utekereze ku  
musaruro utangaje ubufasha bwabo bwakuzaniye. Shimira Data wazanye  
uwo muyobozi mu buzima bwawe.
2. Iyo wumvise amagambo nk' "abafatanyabikorwa, abantu bakorera  
hamwe, n'abakorana" n'abayobozi b'ejo hazaza bifuzwa kubona amahirwe  
y'ubuyobozi, ni iyihe mirimo cyangwa gahunda uhita utekereza mu  
ishyirahamwe ryawe iboneka nk'umwanya mwiza wabaheramo imirimo  
bashobora gukora?



# KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE

- Iyo abayobozi bakiri bato bavuye mu ishyirahamwe ryawe, mbese babiterwa nuko ubahaye amahirwe mashya kandi bishimiye, cyangwa ni uko barakaye kandi bumva bakwiriye kugenda kugira ngo bakurikire icyo Imana yabashyizeku mutima? Mbese hari umuyobozi ukiri muto wagiye abitewe no kudakoreshwa cyangwa no kurakazwa n'umuco w'ubuyobozi ufunze? Ni gute wabikurikirana kandi ukabyemeza? Mbese wifuza kwakira ibitekerezo byabo byubaka kugira ngo ubikuremo isomo kandi biguhindure?

## ISENGESHO

Mwami Yesu Kristo, ndagushimiye kuko wabaye kandi ukaba ukiri umuyobozi ushyigikira. Ndagushimiye ko nubwo hari hakiri byinshi wari kwigisha abaigishwa bawe ba mbere, ibisigaye wabigeneye Umwuka Wera, maze nab o ubaha inshingano kandi urabohereza ngo bakore umurimo udasanzwe. Yesu, ndagushimiye ko waje kandi ugapfa kugira ngo twese tugire umudendezo kandi duhabwe ubugingo bwuzuye muri wowe. Urakoze ko wanshyizemo ukwizera, ukanshyiramo ubutware bw'Imana n'Umwuka Wera kugira ngo afashe buri wese muri twe kugera ku cyerekezo cyacu nk'Inshingano Nkuru y'abayobozi. Twishimiye amahirwe yo guhabwa inshingano no koherezwa ku bw'Ubutumwa bwiza. Ukomeze kudushyigikira kugira ngo natwe dushyigikire abandi bayobozi gushinga ikirenge mu cyawe.

Amen.

<b>IBIKORWA BIKENEWE</b>	<b>IGIHE</b>

## UMWANZURO

Bizamera gute niba ab'igihe kizaza badahawe agaciro kandi badakoreshejwe n'abariho ubu? Ntibishoboka ko baba bafite ubushobozi bwo guhinduka urubyaro rukomeye isi itegereje kuzabona? Kuki tuvuga amagambo akomeye nk'aya? Ni ukubera ko mu byo bafite harimo itumanaho na murandasi byo ku rwego rw'isi, guhanga udushya no gukunda ibyo bakora, ububasha bw'Imana n'imbaraga zo kurangiza Inshingano Nkuru mu buzima bwabo. Urubyaro rwabo rushobora kandi kuzana itandukaniro ryo gukora mu Bwami bw'Imana mu buryo bwose bwuzuye mu gihe ubutumwa bwiza bwakwamamaza bukagera mu moko y'abantu bose bo mu isi batarabwumva. Uyu ni umurimo w'igihe kirekire ariko ushobora gushyirwa mu bikorwa.

Nk'uko iri yerekwa risa n'isezerano ribivuga, bakeneye ubufasha bw'abayobozi bariho niba twifuzaga ko izi nzozi ziba impamo. Umuryango Global Advance wahisemo kuba abavugizi b'urubyaro rw'ejo hazaza kugira ngo bavemo abayobozi bafite inshingano ikomeye. Twishimiye inshingano yo gusuzuma ibyo bakenera cyane no kuguha amakuru afatika yagufasha guteza imbere abayobozi b'ejo hazaza. Aya mahame arindwi yakoreshejwe na Yesu mu guteza imbere ubuyobozi bw'umurimo we, kandi twiringira ko na we azagufasha.

Wumvise ibitekerezo by'abakiri bato bari mu bice bitandukanye by'isi bavuze ko bifuzaga gutozwa kugira no bagire ishyamba ryo gukora mu matorero n'amashyirahamwe nk'abafatanyabikorwa mu guhindura isi hifashishijwe urukundo rwa Yesu Kristo. Bifuzaga cyane ko amajwi yabo yumvikana kandi bakababwira nk'abafatanyabikorwa n'abantu barema umuco mushya. Bifuzaga gufasha mu kubaka itorero ry'ejo hazaza bahanga udushya kandi bakora ibyo bakunda nk'uko Umwuka Wera yabibahaye. Bifuzaga kwamamaza neza ubutumwa bwiza mu bice byose bya sosiyete no mu moko y'abantu bose butarageraho.

Bayobozi bagenzi bacu, dukwiriye kwiyeemeza, kwitegura no gushyigikira abayobozi



## **KURERA AB'IGIHE KIZAZA BAKAVAMO ABAYOBOZI BAFITE INSHINGANO IKOMEYE**

b'ejo hazaza kugira ngo basohoze umurimo ukomeye bahawe. Twese hamwe dufatanyije, dushobora ba “Barinaba” b'urubyaro ruzakurikiraho. Reka dukorere hamwe n'abandi bayobozi b'umwuka bo mu mashyirahamwe n'amatorero ari mu isi yose muri uyu mwanya wo hejuru wo kurera Abayobozi b'ejo hazaza. Dufatanyije tuzabafasha gukura no gufata umwanya wabo mu murimo w'Imana.

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