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discover who I am
through what I am

MEMORANDUM OF DAILY INSIGHTS [1]

byeongchea seo



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PREFACE

I have thought of jotting down what I thought from time to time on a daily basis, so I want to write and save as, a.k.a. book. So I put the title of those gatherings, MEMORANDUM of DAILY INSIGHTS. This is a kind of daily journal, daily reflection of what I thought, what I feel, what I learn, and also things which I retrospect.

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President of Melvin University

1 Money is not the issue

Once we talk about some project and ministry, most of the people might think of the money matter first. But the matter is heart, perseverance, and the desire to make it.

I have preached to one church about why people stop their vision and dream too early, and we may call it "Our resolutions never last more than three days." OR "stick to nothing." They couldn't persevere, and I told them money comes very late. Probably they give up so easily because of shortage of money, or because they are afraid of finance in the beginning.

I told them my own experience to make University in Kenya. I definitely needed money to complete the project. But prior to dealing with financial matters, we needed a prerequisite. It was the passion, and determination, e.g., inner drives and vision. NOT the money itself, and skill, talent, and resources.

The ultimate necessity was perseverance, enduring long-suffering, and finally money came in our hands slowly.

I continually had questions about why there were no money talks in the leadership books. I have been reading many books on the leadership recently, but there is no talk and deal with money issues, do you know why? I assume that leadership does not deal with the issue because leadership is in our individual development; that is inner development, and effective in some ways, that's why there is no room to deal with.■

2 Two Statues

Viktor Frankl, as known Holocaust survivor, envisioned being built on the Statue of Responsibility West Coast of America as a bookend monument to the Statue of Liberty on the East Coast. He said there should be two Statues: One is the Statue of Liberty in Manhattan, on the other side, there should be the Statue of Responsibility. Of course, that must be a metaphor. It means when we have freedom, we have to get responsibility along with it.

I read one article that referred to, "the principle of 100/0." The logic was that we have 100% responsibility for anything, not others. Mostly we blame others once there are problems. Ex; parents, staff, especially in politics there are many blames on the opposite.

We spend and waste our precious energy, spirit to blame others. In some, we human beings are stupid. Let's say, I maybe blame the staff of university in Kenya. Definitely there is something I can expect from them to do more and nicely, creatively. Yes, that's their responsibility. But it hurt myself to think that way. They don't know what I am thinking now, so useless at all. If I spend time thinking about it, I 'd rather take that responsibility on myself.

In some sense, I have responsibility as a president of the university. As a president, I have to do some action for developing Melvin University. That's why recently I developed Melvin Leadership Institute, and it will be a Leadership school in the near future. Through the Leadership Institute, I can read books on leadership regularly and request many people to write articles for posting on the website of the Institute. And talk to the vice president and faculties of the university to write some. That's what I can do, and it's my responsibility.■

3 Goal & Purpose

Both are important, but PURPOSE is more important. Let's take a look.

Goal is WHAT it is. We need a goal. For me, when I was in Korea, the goal was to do Lay Pastors Ministry. That was clear. AND then another one came to me. WHY it does.

Many people have failed in their lives. Napoleon Hill found it. He had studied 16,000 people and nearly 95 percent failed. The main reason he found was they didn't have PURPOSE...only 5 percent had purpose and they also defined a plan, then they succeeded.

To get the goal of life is significantly important. ..and many people have it, but one thing they didn't have was not having the purpose that they had.

So we need a clear purpose: WHY am I doing this? The definite reason.

If so, why is the Purpose more important than the goal? Yes, we definitely need the Goal, select What to do in our life, but we need to grasp the reason why we do this, GOAL....for something to do...that makes us have longevity. I found out many times that longevity is very important. Personally I have done Lay Pastors Ministry for more than 15 years. I am thinking now I had a clear PURPOSE, "to help Korean Churches. It was really clear WHY I was doing. ■

4 Do we need Failure?

Dr. Melvin, the founder of LPMI USA, once wrote about failure. He said everyone experienced some failures with this and that.

Then he taught us, "Learn from those failures." Yes, failure is just like our cousin. Always there. But Failure and Failure itself is different. We fail sometimes but no need to put labeling FAILURE on us.

I found there are two kinds of Failure: temporary failure & permanent failure. No need to worry about temporary failure. If no failure at all, it means they never tried something new, something to upgrade or ignorance about new things..then no failure at all. If we want to be mediocre in our life, there is no need to try something new.

But as all know, without trying to do something new we won't be growing at all, which means no satisfaction in ourselves.

I talked about this to the students at the First Graduation Ceremony of Melvin University last week, December 15, 2021. Not telling them heavily but just lightly touching their mind...especially with saying, "just trying to do new things in the future." I hope they understand that their success in the future will come through those failed experiences that we have done before. No need to get failures intentionally, but once it happens we need to cope with wisely and learn from them

Many people we know, for instance: Einstein the scientist, Thomas Edison the inventor, Columbus the explorer, Chopin the pianist...all of them failed temporarily in their past.

One writer researched and studied 500 successful people in the world..in the end he found that mostly had failed experiences which were temporary, so the writer concluded "Success comes following Failures." On the other hand, we definitely need failure for success. That is a natural process.

That's why there is a saying, Failure is the mother of Success.

Don't need to be afraid of failing. That's definitely TEMPORARY for you, and for all. That's why I, personally, enjoyed being failed sometimes, because I know it is temporary. ■

5 Seeing is believing

Once we are doing something good, especially for the church, for the people, for the society, people see it automatically.

What that means seeing is believing. Once they believe in what we are doing, they tend to have minds to help us, to pray for us, that is natural as a human being. So, first, they need to see it, of course, hearing it from the third person, that's better than nothing. But definitely No pride, No boost at all. See Dr. Melvin. He has shown us many things, especially through the LPMI NetworkNews. He wrote wonderful articles for nearly 25 years, but never showed us his own pride. That's why Melvin stressed me to make "Newsletter" in the very beginning of this ministry. And I followed his advice for the last twenty years, the MONTHLY newsletter. I found that I made it in the beginning, but soon later the NEWSLETTER led our ministry. That's a really interesting phenomenon, but it was true.

Showing people what we are doing is indispensable, unavoidable and further necessary for the success of ministry.

Without seeing or hearing, they could not help us. They are not motivated at all. That is why communication is important as PACE manual taught, in times of weakness, also in times of strength as well.

To be mission-possible that was given by God, we need many people to be fans for that mission. That is a true and unchangeable strategy. So let them know as much as we can for the single goal, "to glory to God" in this earth through the success in ministry.■

6 Steve Jobs & Bill Gates

We know them already. Steve Jobs was an American businessman and the founder of personal computer APPLE. Bill Gates is also an American businessman and software developer, and founder of Microsoft. I have known Steve Jobs as an Action-oriented person and Bill Gates as Thinking-oriented. Steve jobs was tending to be impulsive but Bill Gates is kind of considerate. Is there anything wrong to these different approaches? No. I don't think so.

But as we know, both characters we need when we are doing ministries. We need BOTH in the end. Steve Jobs changed his style slowly to thinking-oriented later, because he realized that only being impulsive and aggressive were not enough to make it, also Bill Gates realized himself is too considerate to do anything, so he tried to change to be action-oriented rather than killing time too much before taking action. But luckily, both of two were successful in their areas and contributed to the development of life for human beings. What is this to you, students?

Are you Steve Jobs' style? or Bill Gates'? Whatever you are, no need to worry about your original style from birth. Definitely God gave you and you were blessed by your parents. But whatever you are, we need to develop ourselves into a more effective person. Without sharpening ourselves we can't succeed, I mean we can't maximize God's mission, and that's why we need to study in the classrooms formally and also informally outside. We need to pick up learning from both, formally and informally. So only Informal and non-formal learning from outside are not enough. I mean just to get experiences are something scarce, and you will find it soon why. ■

7 Wedding march and marriage life (metaphorical)

Wedding march takes only half an hour in Korea, but as we know Marriage life takes many years, and some forever. Also it's honeymoon takes a short period of time, but after that it's tough and real life is waiting in front of them.

There is one monograph which was written by Dr. Melvin called "When honeymoon is over." What that means is after the wedding march, the long and tedious process of marriage life is waiting and the couple' s daily life is totally different from the honeymoon as they dreamed.

Some people marry very late because they look for the right partner to the end, so 30's, 40's, sometimes more than late 40's..but still waiting for the right mate, and then people saying to them for comfort, "Every jack has his jill." Which means Everyone has a pair of straws. But this is only lip service as we know.

Let's go back to our main topic. I found once we are launching any ministry, we'd better start "quickly," and then take a "long process."

Some people are in reverse: start too late and then close down too quickly. I found these people are thinking too much and too long.

I read one article that said, "Most successful people start very quickly but unsuccessful people start slowly." Do you agree with it? I agree 100 percent through my experiences and search others. Let me talk about our ministry, that is the Lay Pastors Ministry. Some Pastors are

thinking too much. I mean to check out many aspects: possible or not, matches to our church or not, what will be its aftereffects, and so on. Even everyone, laypeople are ready to take action, but he is still wandering and thinking continually. In the end, sadly people's motivation is jumping into the bathtubs. Ended badly. Concluded that "our church is not able to do anything, to be growth now and for the future because...."

So my personal suggestion to you, "Start soon, and keep on going, processing longer." Then they will grow, learn, and grow again, then mature..eventually they will reach the goal and land where they decided in the beginning.

Spending too much time before taking action is not wise. Just start right after brief-thought, and go forward, then you will get there.■

8 Achievement in life

Why people pursue the "purpose and meaning," because they need a sense of achievement in their lives. Is that true?

People are looking for something...without only earning money. We can say Purpose is, WHY I am doing this? And Meaning is, GOOD for something to the needy? Definitely, it's not an easy job, something to do for others, but no choice in our personal lives.

And then it gives them happiness and joy through their contribution. Yes, that's true. I found that there are two types of people: one is living for their own family, that is! And another, some people might exist to stay here to help others.

I saw on TV last night that a Korean Catholic priest in the Vatican said that his life is helping and giving something to people, that is his ultimate goal while he is here. It was fascinating to see and hear his testimony.

We live short-lived lives on a limited earth. What to do and how to live might be common questions to all of us because we are human beings and want to do something good. If not, that is just like animals. I am finding from the documentary on TV that wild animals are living just for eating and giving birth to their offsprings.■

9 Humility and Professional & Emotional and Intellectual

There were philosophical ideas in China as we know: Yin-yang. It's paradoxical, but matches each other. Just like Sun and Moon, Hot water and Cold water, Loosen and Tight, Splinter and Marathoner, etc.

We know already that Humility and Professional for being top leader, but one day I thought Emotional and Intellectual what we need. Because I pursue the Intellectual area very much today, but I am suspicious of the emotional.

Why do we need both? Intellectual level develops our head, academic, strategy, judgment sometimes, and to dry our personal life, that's why those people are lonely and separated from the ordinary people. What's why they need to contact people around, and if they don't, they will get sick of meeting people. Because most of the people are ordinary, not intellectual.

So intellectual people need to develop their emotional level. I mean here to talk with people, understand them, personally, socially... And humans are social animals, so with socialization they couldn't survive in the social world.■

10 Am I a PACER?

Yes: I am. But I have another title for me. "Worker" at a secular company which is just like ordinary lay people. (I once had job for 4 years to help Nagaland Seminary.) Laypeople live out there, working at various workplaces. And then, they are lay pastors.

I taught PACE for many years in the light of being a pastor, as an equipper, as a national leader of LPM Korea. It was comfortable to do "equipping ministry" for the last 10 years..so I never saw the PACE in the light of a lay pastor which means now I am the direct PACER for now. It was totally different angle: to be lay pastor as a lay person, to be PACER as just ordinary lay people, to be PACER as a senior, to be PACE as a National director and equipper, and also my case, e.g. ordained pastor, worker at secular company.

For me two functions, probably define myself; WORKER means leader of one team, and also PACER. How can I maintain the balance in these two roles, probably most lay pastors have this struggle once they come to the workplace. In the church it is no problem because they do only as lay pastor to the flock family.

But once they go to work, especially in the secular world, do they have to be forgotten they were lay pastors, e.g., PACER? No. They bring this role at their hand into the workplace.

For me, it's difficult to PACE to our team members...my job is primarily to oversee them on how good or bad their work, their tasks...

Anyway, here I am thinking 5 of our members are my flock family? In

biblical and Melvin's intentions originality, it is true. Mostly 70 years old. I am 64 now so I am the youngest one even though I am their captain. I have to PACE them, don't know how to but it's God's desire toward me.

Prayer: Dear Lord, you put me here in this workplace, so let me know how to PACE them, and above all give me wisdom which is apt in this situation. In Jesus' name. Amen. ■

11 Kindness

At my work, mostly I get up at 3:30 am. I work at Security company so I work 24 hours on and off 24 hours, so I switch two every other day. I am a leader of one team, 6 people, so I have to do some extra tasks in the early morning. My patrol time is last round, 4:30 to 5:30 am but it takes only 25 minutes.

Newspaper delivery man gave me the newspaper at 4:10 am, then I used to say Thank you before. But this time I said to him "it's cold now. Isn't it?" He responded "yes, it is." Just one dialogue, because we are busy with each other....only a few seconds are available to us. Before I just spoke "Hello" to him. But a few days ago I thought seriously how I do PACE in my present situation, I couldn't change my job, my workplace, people around me,...and no more teaching PACE at local churches and pastors group now as I have done before,,,so need to do PACE here, at my work place...but how.. so just thought to write on PACEing in my own daily situations...usually to people.

So I talked to Newspaper man in the early morning, one dialogue.."it's cold?" Actually it was a cold morning, 3 degrees below zero. His job is difficult, salary is much lower than ours...of course, and on top of that his right arm is not there...probably an accident? so he lost it. So use only his left arm to carry Newspaper carrier. Too bad.

Now I put the name on my action this morning, KINDNESS. It's really small kindness. Just one sentence. It's cold. But I think there are many implications in my one dialogue. I am grateful to you for giving me a newspaper every time, I understand how difficult your work is without enough salary.also with only one arm...etc. People despise him I guess even so did I too. PACE? Of course it includes KINDNESS. But it is not easy to show it. Even small acts ... without training, it's not possible. We need self-discipline. ■

12 Soaking in the PACE

"Their delight is on the law of the Lord, and on his law they meditate day and night." —Psalm 1:2 (NRSV) Since I was touched by PACE (1995), it has been a part of my life. Through Dr. Melvin's book, *Can The Pastor Do It Alone?*, I got to know PACE so I taught it at Christian University and studied with our staff of LPM Institute in Korea.

Our staff and I have begun most of our meetings reading the textbook and sharing ideas on PACE concept and philosophy, especially discussing how it will work in Korean churches.

However, in recent years I have realized that dipping the PACE once a day is not the same as meditating "day and night."

My personal life has changed while working at a secular company* so it is very difficult to use PACE ministry among co-workers.

But from time to time, I was hungry to do PACE to others because I have been doing the ministry for almost 15 years. So I must not wait for my situation to get better by doing PACE. If I wait or hesitate, my spirit will wilt like neglected house plants.

I have to find solutions. A few days ago, while I was reading the *Upperroom*, daily devotional booklet, I got some clue to meditate and write on PACE in relation to where I work which means useful stories remind me off my own PACE experiences and develop PACEing. So when I have time at work Office, my own station, I can think of PACE ministry. As I do my work, the PACE's concept soaks into my heart

and revives me moment by moment.

Prayer: Dear Lord, help me find ways to meditate and practice PACE as much as I can even though my day work is tough to do. In Jesus' name. Amen.

* I have been working at a security company since February 2016. Almost 3 years for now. I am an ordained pastor so it is not easy to jump into a secular job. But I had to make money to help two seminaries in Nagaland India and Kenya Africa so I decided to help those two schools myself. My job is not easy, named "3D job"—Dirty, Dangerous and Difficulties. But I am the team leader so it is a little easier than other members. I will talk about my work later once it is needed. ■

13 E-example in PACE

Am I an Exemplar? especially in the secular world? At my work, mostly our team members know I am Christian before Captain of the team. They want me to be an Exemplar in many ways.

Mostly our members hesitate to do hard work because they are old so they get tired very easily and also if they hurt physically they have to leave this job. But for me, it's not easy to avoid even difficult work because I am the youngest, I am the leader, also Christian. I know sometimes I need to stick to them as a team leader. That's why our company picked me up as a leader. So I have decided myself, SOFT but DETERMINED.

And now I am thinking to be PACER to them but the issue here is how to PACE in this tough workplace.

Lets focus on how to be an Exemplar to them. Sincerity? Honesty? Sound relationships? Good mediator? Good listener? Good reconciler. I think there are many elements being an example.

Also, I need to remember these: don't teach them, don't talkative among them. As we know many mistakes come from our mouth, I mean talking too much makes mistakes.

To be an example? No talk too much. Only listen and agree with nod.

In the church, flock families and congregations at work know who the lay pastor is, and their own lay pastor, e.g., PACER, but here nobody knows I am PACER...I am only an ordinary Christian. ■

14 Noun and Verb of PACE

I think I have studied and taught PACE very much, so more than 600 lay pastors are installed at local churches through me.

But I didn't do PACE myself deeply, so I am thinking there are two aspects of PACE. One is as a NOUN of PACE and another is as a VERB of PACE.

Noun of PACE is only learning of it, studying of it, teaching of it..which is on the academic, theory, knowledge,

Verb of PACE is totally different from the Noun of PACE. No more on theory, no more on concept and philosophy but goes to PACE "practice" directly.

Of course, first we need to know what the PACE is, we need to understand its concept, philosophy, relevant today's church and people, how it works among the congregation, what's beneficial for the church etc. People need to be interested in the ministry in the beginning stage, but they need to be jumped into practice at any given time. If they don't jump into the real field, they will end up with just knowledge, so as a leader of the ministry, we have to be careful not just to stay at the Noun level, knowledge stage.

I think I have stayed at the Noun stage too long, of course it was acceptable, but now I am on the Verb PACE. Just don't think of it too much and go for it, only action and practice whatever and whenever I have the chance, and it should be intentional. Without intentionality, nothing is gonna happen.

Prayer: Dear Lord, whenever I do and I talk anything let me stay in the spirit of PACE. In Jesus' name. Amen. ■

15 The bad attitude of overhearing

Human beings are interesting animals. We tend to enjoy overhearing other people's private information. Even lay pastors are prone to do this thing. They were trained to be careful not to do so, and keep the confidentiality, but unconsciously they do it. Why do we make these mistakes over and over again?

Some have these characters once they are born. I found it from some people. And some have these from the past experience which they learned how to handle people, or to manipulate for now or in the near future. It's kind of a misuse of that information.

So..how to communicate or relate with these people? That's the issue here. It's not easy to be friends with those overhearing people. But we couldn't stop them, blame them in the face of them.

As we are PACER, we don't need to over- concerned about others' privacy, private information, and then need to get empathy which means we wear their shoes on my feet. Try to be on the same boat with them, but whatever we try to be with, without their point of view we never understand the others. If we don't, we are only the third person. That's a limitation, and true as a human being. Just let it be there, and pray for us, for them. Do you have any good ideas on this issue? Let me know. As we guess, we need a large amount of training and self-discipline on this matter. ■

16 The Spirit of Apology

I apologized to my partner at work. There are two captains in our company: One is the leader of team A, another is me, leader of team B. Each team consists of 6 people including us, the leader. I am the oldest to work here, almost 3 years. The leader of team A is only a few months old.

The matter that happened this morning was that we disagreed with each other on one decision. The start of the matter was initiated from me, our team B. Anyway I was rude and was harsh to him, unconsciously or maybe consciously? Whatever it is, I was annoyed the whole day so thought to myself, I am a pastor ..and PACER? even though nobody knows what I am..so finally I sent a text to him saying "sorry that I was harsh to you." Even though he was 2 years older than me. Am I right to apologize first? I will meet him 24 hours later, tomorrow early morning.

But I took courage to say "sorry" first, before 24 hours. I couldn't wait until tomorrow morning. As a PACER, I had to do it.

His response was good, comfortable, and said "No problem. Let's forget it." Next morning, once I got to our work office, he smiled at me and greeted me. I said "sorry, yesterday," again. Then he was happy, so we talked freely about our work (as captains) as usual. Apology first is important and actually it's in the PACE, I mean belong to PACE ministry. Why do people get angry and go on for many days, many months, and even many years, actually some of our colleagues were quarreling and still haven't reconciled, already two years they haven't talked to each other. They had a really good relationship, but one morning splitted. To say "sorry" first is good for them, but even better for ourselves. ■

17 To see person pastorally not judgmentally

Most of us are to see people judgmentally more than merciful, compassionate, and favorable. I don't know why we do it, but we do. God, Jesus and the Bible tell us not to judge, and judgement is up to God. I got this concept in CPE training in Canada and through my LPM/PACE ministry..of course from Melvin's book, material, and so on.

What's that mean and why is it important? To ourselves: -sad, angry; -hurt ourselves; -feeling sinful..so get heavy load; -see people with the wrong concept

To that person: -misconception; -preconception; -so distorted in relationship To others: -side effect; -afraid to relate to us; -fearful, unhealthy Let's talk about my job. Our job is very strong to judgement, very stressful to others every day, every second because our work is tough, unstable... ours are kind of 3D job as people says: Dirty, Difficulty, Dangerous, and one more today, Despise...I found old people are very aggressive than younger.

Even myself, my character is changing and changing badly. I was angry suddenly, over aggressive, so I couldn't control my temper sometimes, often. It's interesting that I have changed that terrible style. I try to remember that I shouldn't do that.

Now I see them and myself to see pastorally , not judgmentally, because they caught up some stress, over control, so they exposed those approaches, then, after understanding why they do, I see them with compassion. ■

18 Healing through PACE?

Healing through PACE? Is it possible to be healing through PACE ministry...? Yes, it's possible. Let's look at what happened in the flock family in the PACE ministry. They learn to trust others once they trust their lay pastor. What is healing? Of course here we say the healing psychologically, and mind, heart, soul...not physically. Let's look at what we are in terms of healing today. People are feeling: wounded; hurted; betrayed; fighting. elements: Anger; Cheated; Disappointed; Discouraged. from: family; friends; colleagues; spouse.

Those should be healed in some way. How to heal? to be heard; to be understood; to be with and respond and agree. PACE? Available once they need; Contact them regularly and be a friend; Exemplar how we have healed ourselves.

For me, I remember I am healed through CPE training. Actually caring for them made me care for myself and healed myself...became free from burden..from the above elements; Anger, hurted.

Healing from pain? Not physically but heart, psychologically as I mentioned already, but it affects physically, to personal life, and ordinary daily life. So through PACE ministry, e.g. through caring they are healing, it's definitely possible, but it depends how we are PACEing. ■

19 Possessive Caring

Caring is a wonderful concept and helping terminology, but sometimes it can be misused. Caring for others itself is no problem at all.

But helping others, caring others then we might think, "I helped you that much, so and so... then you have to follow my word." I never talked it out of our mouth, but unconsciously we used to do it that way. This is really our mistake and once we have done caring for others, helping others we have to be careful of what we think.

I have thought of this for the last many years. I didn't help and care for others very much because I didn't have much material to share with others so mostly I have received that material help from others shamefully. But once I got help from others I was uncomfortable and also inconvenient because they made me feel that way and more terribly I felt I became their slave because they were acting like that. Am I exaggerated? Don't you have these experiences? Only me? Only myself has those negative feelings?

Anyway, once we care for others we need to be careful to not give them those feelings, of course that's from themselves, so very be more careful!!! ■

20 Look at the forest?

Some people say that we need to look at forests. That means most of us look at only trees.

Yes, That's true and correct. But I think we need to look at both because without looking at both, tree and forest, we see and learn only half of them.

Once we look at trees, it will be nice to be specialists in some areas. So no problem at all.

Also once we look at forests from outside, that will be beautiful scenery as well. That will be nice and no problem.

But once we get both trees and forest, that will be more nice, more wonderful, and we can say Good to Great.

Everything is good, not all is Great. As we know there are so many good things in the world, but to be Great we need more work.

For instance: Let's look at Dr. Melvin's two books; Can The Pastor Do It Alone? AND Lay Driven Church. Two books are good individually, and perfect as its own, but once we look at both books, it becomes more synergistic as Melvin said.

My book, Are You a Leader? Whole main idea is how to get our ministry done and I wrote 12 ingredients to complete it. Each one is good and nice as well, but once we put all together, 12 ingredients, that will be great and be a perfect picture.

So we need to look at each of the trees carefully, and also to see forests as a whole. ■

Joy of teaching for Melvin students

Nowadays, I am sending to Melvin students, calling "pdf teachings." About three months ago I request John Ogillah, vice-president of Melvin University in Kenya that presently I am staying in Korea, so couldn't be teaching students physically so how about make pdf teachings manuscripts and sent to each Theology students directly and will get their feedback so communicate with them as a president freely. John gladly accepted my suggestions.

So I have sent my lectures pdf already # 12 up to now. Sending them weekly for almost two months. My plan is to send them up to #52, which means I am sending them for one year. There are eleven students, going to graduate next year, June 2024. So our time tables are appropriate.

Most of my lecturing resources from the Weekly Columns in the Korean Christian Newspaper. I am writing there once a week, so I pick up some good columns and make, edit for students and sending them.

Some of the students send me feedback on my teachings regularly and some feedback to me once in a while. I am finding that reading and answering on their feedback became my joy daily. Actually I have a lot of resources as you guess because I have done ministry for about 25 years, from the Institute in Korea to Melvin University in Kenya. I can share many ideas and insights about what I have learned over the last two decades, so I enjoy sharing mine with the young students. So I am grateful for what I am doing for the Melvin students. ■

Really want to do it? 22

Desiring means “wanting” in my paraphrasing. In the other place, Melvin said we have to “wanted” to do God’s ministry. Are you wanting to do it? Really want to do it? We have to answer YES. It should definitely be a positive response. If we do not want to do it, there will be problems. Of course sometimes we don’t as you understand, but...once we have a positive answer on that, we can keep on going gladly.

It’s also important to encourage each other: clergy to clergy and laity to laity, and in any way with one another, with others those who are involved in, related people in ministry. Melvin illustrated the mountain climbers that why they need to tie together with each other. I don’t have those climbing experiences but I enjoy talking with our staff members even to tiny, trivial things. If we were not being tied with others, sometimes with family’s problem, the problem would be more troublesome. Especially if one family has troubles, problems we need to tie more than ordinary daily lives.

I would better say here, tie together and pray together should go hand in hand, not only prayer but also tying together is more lightly our burden, and pain as we all experience it.

Sense of fulfillment is also necessary to keep at ministry. Without fulfillment, we will be disappointed, so we need to learn how to complete the task which was given by God. That’s why we need short-term vision and execution, and focus on there until we complete. Our energy is growing from 1 to 10, not 10 in the one morning. Start from 1, which is small things, small ideas, small insights, then our energy, skill, and competence are growing more and more.■

23 Significance is important

What we are doing in any ministry should be significant. Significance is important in our lives. That is why the author of Halftime, Bob Buford, meant Significance than success. Of course he said there is a "first-half" which focuses on "success" (up to 40 years old?); and "second-half" (after 40 years) should be stress on the "significance" in our lives.

Melvin added pastoring has a significant importance, Biblically and historically. Pastoring is the main topic of this ministry. We already know why it is. I want to say again that pastoring is the people-oriented ministry and on top of that Lay Pastors Ministry is done by lay people, that's why it is more important and significant in the churches today than ever before.

So, what keeps me at it? I will look again at this moment.

I have a little difficulty when starting School in Korea. We, LPM Korea, thought that LPM School has to be in the world. If it is in the States, it's the best. If so, we don't need to make another one. But they don't have it, so its burden came to my shoulder. I don't know why. Maybe God's Will...maybe God needed LPM/PACE School in the world. Anyway PACE School for now is Nagaland India by God's grace. And I was always thinking how to keep this ministry going continuously even after Melvin's departure in this earthly world. That was why my original intention was to go to school. "If he dies, will this ministry keep on going in the States?" was my question all the way last many years. So if we want to do this ministry permanently, it should be school. That's my conclusion.

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Practically how I have continually stayed in this ministry? I have helped churches and they wanted me to help them afterward, it makes me here more than 15 years. And also I have seen the LPMI USA that they have done for more than 30 years. It also challenged me to stay here. Probably another reason that is compelling from God? Something has stirred in my mind all the way, and it makes me want to stay here and keep on going. Working good or not, even big progress or small steps, still keeps me going. ■

Newton's First Law: Inertia

Newton's first law states that every object will remain at rest or in uniform motion in a straight line unless compelled to change its state by the action of an external force. This tendency to resist changes in a state of motion is inertia.

One of the hard elements of our ministry, which can be called inertia, is that it tends to stay complacent, stationary if it doesn't shock us at all. It can be explained mainly by the phenomenon that passengers who want to stay stationary when buses depart, and passengers in cars that continue to run when they stop suddenly are leaning forward. It is said that the etymology of inertia comes from the Latin word 'iners', which means 'lazy, rest'.

In short, it would mean "It is a little slow to act." Do we have to do our ministry today! Sometimes we think, "Did I have to finish it tomorrow or this week?" However, when we look at people, some often result in not doing the job. There was a time a long time ago when I was scolded by the professor for delaying, but now that I think about it, I think the professor was trying to alert me that "I might not do it after delaying it." Sometimes it happens.

Recently, I talked with a pastor I was close to for about an hour, and he said he wanted to write a book on what he had studied for a long time. When I heard it, I knew so much and had everything in his head, and it was an excellent level of content. Why can't you put it into practice? I asked him. The reason was that he couldn't concentrate on one thing because I was doing so many odd jobs.

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So when I get home and think about it, it could be a habit that I've had, and it seems like that system of thinking has always been formed for a long time. That is, I think he is thinking too much about whether to do it or not. Usually, people tend not to move unless they are in an urgency, or if there is no problem, perhaps it is human nature. ■

25 Compelling from God

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26 Meeting of two people

The meeting with Rev. Melvin began in 1998 with his book, *Can The Pastor Do It Alone? (1987)*¹⁾. After returning from Canada, I taught a course in the Sungkyul University, and since I had received Clinical Pastoral Education (CPE) in Canada, it was decided with the Sungkyul University to teach a course in the book on pastoral care. So while looking for a book, I was introduced to Pastor Melvin's English book by Professor Ruth Elsner of the Asian Union Theological University (then Chungjeong-ro, Seodaemun-gu in Seoul), and my relationship with Dr. Mevin began. Professor Elsner gave me the book and said, "This book and this ministry are necessary for the future of the Korean church," and it was true, and for the next 20 years or so, the ministry blossomed under the theme of the lay pastors ministry. The content is that laypeople were called by the Lord just like pastors.

So, I contact with Rev. Melvin²⁾ and received ministry to serve Korean churches, and eventually went to Kenya to establish Melvin University, and received approval from the Kenyan government to conduct the school as a foundation president.

Another two people: I read one book of Success. There I found an interesting story between two gentlemen, Andrew Carnegie and Napoleon Hill. Carnegie was an American steel magnate, also known as Carnegie Hall in Manhattan, New York. Mr. Hill changed several jobs as an ordinary salaryman, and at the end of his career he set up a publishing company and published a magazine, decided to interview successful people and went to Carnegie. Here, the meeting between the two changed history.

Carnegie suggests to Hill as the two talks and suggested to Mr. Hill: "Find successful people around the world over the next 20 years and interview them. And let's organize the successful contents and make a book. I'll pay for all the expenses - family living expenses, hotel expenses, and flight expenses for 20 years or so." He accepted Carnegie's suggestion and interviewed them for 20 years to study and publish the material found, "The Law of Success" (p. 1928, 817). I think these are true story that show how important it is to meet someone in our life. ■

27 Keeping in Motion

I guess Melvin found this, as I do, many Lay Pastors are doing P.A.C.E ministry only for a short period of time. They start big, but slow down soon. Especially in one of his Monographs, he wrote "When the Honeymoon is over." That's the people. Honeymoon is, to the lay people of ministry, short as all we know.

Let's go back to his writing above. He started with the excitements of lay pastors in the "launching moment" of the ministry. That is an important moment. Without launching, the ministry could not fly to the destination. I really had this experience once when I had an Equipping Seminar for one local church. It's Samki First Presbyterian Church in the countryside in Korea. The senior pastor, Rev. Myungsang Kim, came to the Conference which was held at Hallelujah Church. So soon after I visited the church and did an Equipping Seminar for two nights, Wednesday and Thursday. Most Korean churches are having Wednesday evening service, so I introduced myself to the whole congregation on Wednesday evening, and after the service 19 laypeople left to listen, learn PACE from me, with the PACE Training Manual that each person has their own manual.

They were surprised and shocked about my teaching on the concepts of Lay Pastors Ministry which means they have to change paradigm shift, and then they were ready to be Lay Pastors through two nights equipping, and I found that next following weeks just as Melvin said "Enthusiasm, commitment and zeal peak at the time a Lay Pastor is called forth, equipped and commissioned." That was true. And their energy level was high. So Samki Church became one of the Model churches in Korea.

I may now retrospect how they maintained that level for the next many years. I can say there were two major reasons: 1) Senior pastor's confidence and full participation in the ministry, 2) My (Byeong) concentration on that church.

1) Rev. Myungsang Kim committed fully in this ministry at his Lay Pastors, so later he became one of staffs of LPM Korea Institute and also belong to National Leadership Group, and further he taught and trained many occasions and even went to the States to participate in the International Conference with me. I think almost 80 percent of his total ministry was in the LPM/PACE ministry. LPM/PACE ministry covered all of his ministry, so the senior pastor's participation is the critical element to success.

2) My role as a national leader was excellent to help his church with this ministry. I have visited his church more than 20 times in a few years so I re-equipped them whenever I visited. Even not only for LPM/PACE, they invited me to join their special events all the years. And he introduced me to the new churches, around 20 churches in the district, so most of his denominational (presbyterian) churches got to know this ministry and also me. Then I have visited many churches and talked and equipped churches around there. It was successful and actually expanded this ministry to the far way.

Here, let's look at Melvin's four-fold suggestions on 'how is that level maintained' mentioned above: 1) pastoral supervision; 2) scheduled meetings; 3) Reports; 4) Affirmation. Let's go back to Samki Church and think with these four-fold elements:

1) Rev. Myungsang has done very well on the supervision in the ministry. He was already talented in pastoral supervision so he used it in the ministry. Today we can learn about 'pastoral supervision' from

many training in the church or out there, formally or informally, or even privately. So we need to pick up those concepts, and we may read the section of 'supervision' in the Melvin first book (pp.73-78).

2) Scheduled meetings, occasional or frequently. Lay Pastors meeting formally scheduled once a week and also Leadership Group (4-6 people) those who lead ministry need to meet every week.

3) Reports are really a requirement, and also the leader's feedback is critical. People don't report anymore if there is no feedback. It's the same when we send email or text from our phone, there is no response. We tend to stop sending anymore, because we concluded they are not interested in me or my contact, so we stopped. At LPM, just like CPE, Lay Pastors are reporting and sharing take place in the group. It's very helpful to use many aspects from others' comments.

4) Affirmation individually or in public may keep them on going commitments. People want to know if their ministry is ok or not. So as much as we can, we need to be creative about how to make affirmation for them.

Dr. Melvin added that once the ministry slows down or stops, it's very difficult and even hard to make them back. So we have to be alert about those symptoms, of course every ministry is going up and down just like a roller-coaster, we have to keep handling nicely so as not to distract and slow down. We may need to collect ideas on 'ministry circle' here. I wrote about it in another place. My finding was that mostly 6 years of the cycle which means birthing the ministry and dying in 6 years.

How I was my enthusiasm, commitment and zeal maintained? I questioned myself here. Let me think of it here. I can say 3 major

sources that give me commitments continually: 1) Melvin himself, 2) Resources, and 3) LPMI USA.

Melvin helped me from the beginning to the end, even until he died. We, each other, were sharing the ministry all the way. Once I got his book and started teaching at the seminary (Sungkyul University in Korea, my home school), it kindled in my heart and spirit. Literally he, Melvin, fueled his spirit into my mind with his ministry, so it kept me going on with almost the same energy that I had all the way, for the last 20 years. Without him, I couldn't reach up to now.

Secondly, I was indulged in the resources that he developed. He developed many training manuals, stuffs including two text books. I have translated most of them, and used it fully for the ministry here in Korea and for the overseas, especially, I made typing in English itself of all his materials, sent them to the two schools, Nagaland PACE Seminary and Kenya LPM Seminary. Through translating and typing all of them, it give me more spirits on Melvin himself, and his ministry... more in details. It became my bones and flashes in the ministry. It made me stay in this ministry all the way.

Lastly, the team of LPMI USA affected me and my ministry. They became my friends, my mentors, and ministry partners together. Definitely they contributed to my enthusiasm and my success in the ministry. ■

28 Two kinds of failures

There are many people who have failed, and there are many who have succeeded. However, if you look at those who fail, it is often temporary failure.

Thomas Edison as an example: Having enjoyed success only after numerous failures. Edison was criticized by his teacher as "too stupid to learn." But now everyone knows the name of Edison, who invented the light bulb. It took 1,001 attempts to succeed.

Walt Disney: The head of a global animation company has also had a hard time. He was fired from The Kansas City Star newspaper in 1919, and the magazine's editor-in-chief pointed out to Disney that he "lacks imagination and has no ideas to write about."

Vincent van Gogh: His paintings are now priced at millions and tens of millions of dollars. But when he was alive, no one was interested in his paintings. In 10 years, he produced about 900 pieces, selling only one. It's also very cheap for his friend.

It is said that there are two kinds of failures. Temporary and permanent failure. Temporary failures are forgotten after a night's sleep.

However, with temporary failures, they often brand themselves as if they were permanent failures, and sometimes they make extreme choices.

Temporary failure is sometimes seen as a blessing, an opportunity. It

is absurd to say that God allows his loved ones to fail!

Furthermore, does failure really make a failure? Columbus, an Italian explorer who discovered New World America as an example. Because of that, we learned about the New World. But in fact, there was a time when he was imprisoned for it and waited for the day he was executed. It would have been considered a failure. Since then, however, his name has gained a lot of glory. His name was used as a regional name, and the official name of British Columbia in Canada, and even Washington, the capital of the United States, is Washington, D.C., or District of Columbia.

After all, the term failure is not an easy title to be given. There are many cases like Columbus. After all, temporary failure is considered a necessity for us, and for young people who have a lot of future left.■

29 Counseling or pastoring

Talking the difference between Counseling and Pastoring is necessary once we think of doing the Lay Pastors Ministry, so to speak, Lay Pastor Ministry are caregiving, not counseling at all. They do Pastoring!

Pastoring & Pastoral care are new to lay people. They used to listen, hear, and learn a lot about Counseling, so get Certificates of counseling. That's why most of them know only Counseling. Still many lay people don't know about pastoral care, and lay pastoring, they think that's a pastor or assistant pastor's job.

Practical issue here is that once they visit their flock family, they are afraid of what to tell. That's why they try to approach counsel which is easier than listening. They are going to do counseling directly, so relationships break down easily, then they think they have done what they have to do. The problem is they're not their own. But in most cases they are not giving matured counseling, the right answer. Just they do advice. That's really childish and non-matured to do yet.

Their flock family don't need advice, because in most cases, they have answers already, only they need someone who can be listened to once they open their mind. On the other hand, as we said, pastoring is good listening from beginning to the end. They need to feel loved, listened, loved with skin on. That's it.

There are good points that pastoring and pastoral care is just practice. They are going to them first. Initiate first to approach them, but counseling is waiting until they do come. What is the PACE? Mostly it is a proactive caring system. Pray for them, Available to them, Contact

them, and be an Example with christian life.

Pastoring is caring which is pastoral care. Actually pastoral care is not an easy job. Counseling is easier than pastoring. Just giving advice and answers are counseling. Of course today's counseling becomes different than the past, listing a lot there too. Anyway, if we want to be a good care-giver, we need a lot of training, but through L.P.M, we will have many things on pastoral care!

So, how can we become a good caring person? Of course it cannot be learned in one morning. There should be many trial & error, study, learning, practice, then you will have a good career!

I can say that we'd better understand what humans are. Humans are fragile so they need someone who cares for them, be with them once they need, who accepts them as what they are for now!

And also we need to have an other-centered personality, it is important. Most people today are self-centered, even me as well. So we have to be careful of other-centered approaches in caring, and in understanding.

Also we have to try to listen better than talking. Actually pastoring is to listen, no more and no less. Period! Look at that. Listening is almost 90% in caring situations.

Lastly, we need to have a mind-set "for them" to be the best they are. Wish for them to be better than before and have a happier life than before! ■

30 Short-term project of Jesus

As we know Jesus has done his ministry, that's definitely a short-term project because it has been done in three years. Let's look at what it is for us today.

Assignments were given to him by God, his Father. There are many ways to get vision once we get it, mostly in two categories: from yourself and from outside. My case also came from Dr. Melvin directly. Wherever it came from, the important thing is whether we take it as our own or not. That's important. Many precious visions which came up but fade away, and that's sad. I believe God gives chances and opportunities in our lives, but it's up to us to take it or not.

Jesus took it as his own vision which implies he got ownership definitely. That's why he can put all of his life to that mission, "to save this world.". To get full ownership is another important thing.

To get vision is important as we know, but getting ownership is also important. Once Jesus got ownership himself which means ready to take risk, any sacrifice, then he called people for doing together for the great mission in this earth. We call today team ministry, team project.

Definitely he got vision, mission, ownership but he needs to work with people who agreed and committed to the given mission. He can't do it alone. Of course he can do it alone because he is the son of God. Nevertheless he called people to work together.

Just like once I started the ministry Dr. Melvin urged me to get a team who are willing to do things together. People came to me and agreed to work for Korean churches. Those people who began to do it together, I think that they found it meaningful, maybe they thought it's worthwhile to help other churches, in view of the whole of Korean churches. So they are motivated intrinsically.

Jesus' ministry had a lot of difficulties and temptations as well. What is the difficulty of our ministry? Do we need difficulties? Yes, that's true. Through it we can grow and mature. Another one is temptations to Jesus. It takes our attention. How can we overcome those in our ministries? I think concentration is the key. Once we concentrate on our job we see only that one and become narrow sights. That's good for completion of our mission. That's unavoidable. We have to focus on one that just like Jesus focused on what he has to do. ■

31 Should not miss it

There was some mistake that didn't work in the church. I have trained lay people at one church which actually I belong to. While I was there as an associate pastor, and because I have just translated Dr. Melvin's first book, *Can The Pastor Do It Alone?* Into Korean. Our senior pastor told me to train the laypeople, so it was announced in public, then around 19 people were gathered at the training session. It was the very first experience for my ministry journey aftermath. I trained them, and developed the system of Lay Pastors Ministry in the church, and they, lay pastor, mobilized to care for their peers as the textbook has taught, then what happened was that they mobilized but mobilized too much, too high, I mean the church never mobilized before, so it was really new experience for them and the pastor himself. He, the pastor, was a little uncomfortable and afraid of their mobilization.

Another thing we made mistake was that when we finished training, it should be Commissioning Service there, and have to give them Certificate of being a lay pastor in public on Sunday or any occasion, it should be in public event, by the way, our senior pastor has decided no Commissioning Service in public, so it was given them privately, call them individually at his office and gave them. What an interesting scene, isn't it!

I understand why he did just that. Probably he worries about those who are not trained and not being lay pastors, maybe they feel some disappointment because they are not selected. It means the pastor was thinking, understanding this is not the ministry gifted to the people, and also probably this is one of those ready-made-programs, so he didn't think of it seriously. So those lay pastors couldn't

continue their ministry properly because they are not appointed in public, in the end they couldn't do the ministry in public, so it didn't work and they closed down very soon.

The people there are still regretting that it closed down too early, and they believed God gave the moment to them to change, to promote the church, but they missed the opportunity, so no more opportunity came to them since then. God gives us sometimes, not every time, so when it comes to us, we shouldn't miss it but grab the opportunity.

Another mistake happened at another church. I have trained so, they are motivated and ready to take action, jump into ministry, but the pastor is not ready to commission them, he said, "after going to prayer mountain and praying for commission, he will do that, he promised just like that. One month later I called him to know if he had commissioned them, he said still praying for that, another one month passed by, I called, he is still praying, in the end they never commissioned them. They were ready, but no door was opened. So, they missed its opportunity. ■

32 Dr Melvin's contributions for the churches

I have thought of many times for Melvin's contributions for churches, also for us.

As you guess he left us thousands of insights and ideas for us, but let me tell you what I found distinctively.

He put together those two different themes into one basket and made synergy: Lay Ministry & Pastoral Care.

These two are the subjects in the Seminary all over the world. There are Lay Ministry courses, and Pastoral Care in the Seminary. Professor of Lay Ministry, Professor of Pastoral Care.

Lay Ministry is focused on the Lay People, Lay Theology, Function of lay people, and so on. On the other hand Pastoral Care focuses on the clergy's pastoral care. So these two are totally different parts. Where I studied at McMaster University in Canada also had two subjects clearly and two professors on each one and they were really professional in their major, lay ministry and pastoral care.

Lay Ministry: Prof. Greg Ogden, Fuller Theological Seminary
Lay Theology: Prof. Paul Stevens, Vancouver School of Theology, Canada

Pastor Care: Prof. John Patton, Columbia Theological Seminary
CPE: Clinical Pastoral Education

Lay Ministry with Pastoral Care: Dr. Melvin Steinbron ■

33 Book, The Carolina Way

This is a leadership lessons from a life in coaching, and Lessons on Leadership and Team building from a Life of Coaching Co-written by Dean Smith and Gerald D. Bell, Ph.D. with John Kilgo.

An inspiration to business leaders, coaches and individuals alike, The Carolina Way reminds us that *when we stay focused on the human spirit in what we do, we will find success.*

Coach Dean Smith of the University of North Carolina and Dr. Gerald Bell of the Bell Leadership Institute developed this resource of life-changing principles out of their practice of sharing ideas and concepts that could span the distance between two seemingly unlikely things—basketball and business.

Between their discussions, they learned that *many of the problems that business leaders face are really the same ones that coaches face on their teams; it's just a lot easier to see them on the court than in the office.*

How do you motivate your players/workers?

How do you get players/workers to be deeply committed to their organization?

How do you get individuals to play/work as a team?

Together, Coach Smith and Dr. Bell compiled their invaluable teachings to present the proven philosophy used by Dean Smith to coach a famously successful team, time and time again. *This same philosophy can be applied by readers to the leadership and team-building challenges in their own lives.*

With business and leadership insights from Dr. Bell as well as "Player Perspectives" from former North Carolina basketball stars, each story and aspect of Coach Smith's successful program is illustrated as a formula for living a life and leading a business with excellence and integrity.

If we look at index, The foundations : First principles ; *Play hard; play together; play smart ;*

Playing hard :

Caring ; Practicing ; Recruiting the players ; Honesty ; Breaking bad habits ; Fun, fatigue, and the long season

Playing together :

Teamwork ; Defining and understanding roles ; Why unselfishness works ; Team-building techniques

Playing smart :

Every man on the team is important ; Taking care of the little things ; One-on-one meetings ; Goals and expectations ; Building confidence ; Earning the support of the bigger team ; Discipline must be fair ; Continuous learning

(Lessons learned) Don't dwell on the past ; Don't fear change ; The Olympics: when winning was the goal ; Hopes for the future

Especially I look at these foundations, and the first principles: *Play hard; play together; play smart ;*

First two, Play hard; play together are no problem to me because I have done my job as leader for almost three decades up to now. By the way, one thing that caught my attention is the play smart. What does that mean PLAY SMART? Definitely Dr. Melvin talked about this kind of saying, he named strategy.

What we feel once we hear smart, we guess it's the opposite of the word, stupid. Stupid is stupid as literally.

1) As an Institute in 1999-2015, I was only focused on the caring itself, because every resource of Dr. Melvin was focused on it. 2) And schooling from 2015- 2017, Theological Seminary in India and Kenya. 3) And University from 2021 up to now.

My ministry was moving from caring to management as you guess. In the beginning, I had to care for churches and leadership slowly to the schooling, but now management of university Kenya Africa required me to be smart. That's my struggle and requirement in front of me. What is that at all? ■

34 Two Fears

Fear is bound to arise when we try to start a ministry or project. In other words, we might say I'm worried. It's going to come from two cases, and one is, "What if I fail?" i.e. fear of failure (Side of failure). The more people who have failed, the more likely they will feel that way. Another fear is, "What will happen if we miss this opportunity? (Side of regret)" That is, what to do with a given opportunity.

However, the former case is that it cannot start ("worried about failure"). Don't most people do this? However, those who think of it as an opportunity have become stronger in the idea that they don't want to, or "shouldn't miss," and those people start. [Worrying about failure versus worrying about missing out], two things. The choice is of course up to you.

If you miss it and will regret it for the rest of your life, you are responsible for it by accepting it as an opportunity, even if it is difficult. Timing is everything, as Peter Drucker said. In other words, everything is timing.

There are three chances in life, and it is true that one of them is a decisive opportunity. I talked with the chairman of Melvin University recently. I know it's incredibly hard to build and get schools going. But the chairman was grateful for this opportunity. I think it's too much. It's not 100 percent commitment, it's almost hundreds of times commitment. But it seemed to think of it as the last chance given to life. So Melvin University started two years ago and is getting better little by little as it continues. This is entirely due to the chairman. In particular, he said that he was grateful because he met many people

through the position.

No pain, no gain, no crown is a bit boring, but it is. I appreciate the opportunity given, but it takes a lot of blood and sweat to achieve it. Maybe people can't because they're afraid of this. So I recently became aware of the proposition that glory goes with pain always. The greater glory is that it must go with greater pain.

Some people don't even want to take the slightest risk. I think it's probably because they're afraid of what they will do if they fail. The fear that if it doesn't work out, they'll only lose money!

It seems to be a matter of choice after all. Will you give up and regret it for the rest of your life? Or will you give it another try? Don't we know that it's true that failure is a truck's book, and success is only one book in 300 pages? If we are seized with fear of failure, we will not be able to act.

Is it fear of failure? Is it a fear of missing a given opportunity? Personally, I think it was definitely the latter. Opportunity - the establishment of Melvin University - doesn't come often, so don't miss it. And I firmly engrave the slogan Timing is the most important as my own, and I promise to hold on to it whenever I have a chance in the future. ■

35 Timing is everything

In the Bible, I remember that there are times to be born and to die, to seed and to reap. It's timing. But here is why he says that "Timing is everything." Of course Peter Drucker was the father of management, so he sees Timing is important to succeed in business, but also is not only there, in our ministry it could be useful.

Generally, it means "DO NOT miss the opportunity" as we guess. Most people miss the opportunity once it comes and let them pass away, gone with the wind. The reason is that they think and calculate too much so they fail to catch up. Look at Jesus. He doesn't miss because once he believed it came from God, he took action right away. As a leader, we need to be bold once we decide, but people think and are afraid of it too much, that's why leaders and followers are different as every expert agrees.

We need to develop our sensitivity to perceive the time to do something, which means whether it is an opportunity or not. "Thinking properly and deciding quickly" is my personal slogan. People have not developed this sensitivity enough. Major opportunities do not always come, probably twice or three times in our entire life. So we have to look at it on time and exact place where it should be. That's why every success depends on timing. Shouldn't be missed whatever reasons there are.

That's why just Start-up a given ministry is important. To start up means not to miss the opportunity. Think and Start, and make up, correct, modify later, I mean change the course, the way freely. But without Start-up we can't do any actions. That's why we call it

Venture. Jesus was a Venturer and took the risk all the time. Decide and then take full responsibility to our shoulders, not others. That's the leader's business, not followers.

Leaders have burning hearts and followers have passion to trace, to flame the candle. So catching Timing is definitely a leader's job. ■

36 Handshake OR Namaste?

We know what the Handshake is. Once we meet people, acquaintances or not, we do it naturally and automatically. For instance when I meet my son once in a while, I am initiating to shake hands first, and also to siblings, and board members of Melvin University, and to professors as well. Actually HANDSHAKE originated out of warfare as a clear way of demonstrating that you are not carrying any weapons.

There is another illustration similar to Namaste. This is mainly used for people of Buddhism, and in yoga. In the dictionary, "the traditional greeting when saying the word namaste with folded hands and a slight bow. In yoga, the pose associated with this word, usually with the flat hands held palms together, fingers up, in front of the heart and a slight bow." Literally "I humbly bow to you"; used as a greeting or acknowledgement of the equality of all, which pays honor to the sacredness of all. Originally, NAMASTE means that I honor the place in you where the entire universe resides. I honor the place in you of light, love, truth, peace and wisdom. It is so much more than a symbol of peace.

That is "No carrying weapons" vs "honor who you are," and

"No fighting vs keep peace." ■

37 What am I going to inherit to my son

As we know, typically there are two sayings: Jewish teaches how to catch the fish, and others, inherit a lot of fish. People usually enjoy using the first one, Jewish proverb, if so why they prefer this over the second one, giving a lot of fish.

Literally to give children HOW is the correct, but actually they don't do it in practice. What is that? Good slogan but has a different mindset in the deep. Maybe their children know very well what their parents think.

So I think those disciplines need richer parents. Today, teaching how to catch it doesn't work for their children. These teachings needed before when we were a poor country, children need to learn how to catch fish for the long run. But today we are not poor like before so we need to learn how to use that wealth properly.

One of our relatives was thinking of giving a lot of wealth to their children, but maybe I am wrong to define it like this, but they urged them to learn how to catch the fish. So it doesn't work for their children. Even worse, it spoiled them in their mind. As people say, being poor is only inconvenient.

There are some options for me to inherit. Inheriting thoughts of life wisdom, philosophy of life, and pursuing the unseen wealth. These habits don't come to them one morning, it takes time to see how their father, mother are doing throughout their whole of their life.■

38 Intellectual worker

Management father Peter Drucker mentioned that even intellectual workers have to get proper wages for what they have done. I think in his days, manual workers get their salaries on time and properly, but intellectual workers don't, so he stressed this.

As I know, I am an intellectual worker, not a manual worker. Since I read his words, intellectual worker, I have thought about it continually. Because I am an intellectual worker, so what's that mean to me? I work for teaching, leading organizations, and making school here and there. Of course, I worked at a secular job for a short period of time, and it was a temporary job compared to my whole life.

Intellectual workers are using their head, intelligence, not physical laborers. In the early ages, they didn't need much intellectual stuff, only needed physical health for hard workings, and to get good wages. Even now, some countries are doing this. But today is totally different from then. Everything is related to IT, that's intellectual criteria.

What is an "intellectual worker" for today? As I said, mostly intellectual things, so we don't need to be elegant or intellectual. If we are too proud of it people think we are elegant, even manual workers hate our style and behaviors. We need to be more humbled.

Recently I was talking with my nephew about teaching only in the classroom, that's between teacher and students. Students come to learn, then teaching is workable, but in other circumstances we shouldn't be trying to teach others even if they are young, manual workers, or unlearned people. No. We need to be very careful as an intellectual worker, just like me. That is definitely a fatal mistake and pitfall to fall in.■

39 Where are we learning?

Mostly, we think only professors have something to teach us, and we respect them. But look at other experts. Successful Sport experts who do repetitions constantly, we can learn from them how repetitions are important. Look at Successful Soldiers. We need to learn from their bravery, and take a risk to complete their tasks. And let's see the loving mother's caring. Definitely we need

Those caring for others, for inferior to us. Just as we learn from professors at university, we may learn from these experts in certain areas.

For instance, theology professors teach only Theology. Pedagogy professors teach only adult education. Music professors teach only the music part. Of course, we need those learning for our jobs in the near future. There are thousands of jobs in the world, which means there are thousands of experts in certain areas. So we need to learn from those experts, not only university professors.

By the way, we respect university professors more than other ordinary experts. That's somewhat awkward for us. The difference is that university professors have Doctoral Degrees and the Positions. Only these two criteria are different from ordinary experts. Let's think a bit more about this. As I know, doctoral people are not very distinctive, of course some of them are particular but most of them were able to get financial help from their parents. And Positions? Today's positions are not purely getting there, only through power games, that's father's fame, prominent or donating a lot of money to the university. So if we compare between ordinary experts and university professors, there is no proper reason to respect professors more than experts in certain areas. ■

40 Sinned of human

According to Hindu Legend, there were too many sins and discussed taking it out from man and hiding some place where he would never again find it to abuse it.

1) One person said that we will bury it deep in the earth so it will never again be abused. But the teacher said "No," because man will dig down into the earth and find it.

2) Another person said that we will hide it on the highest mountain so we never again abuse it. But the teacher said "No," because man will someday climb every mountain on the earth and capture it again.

3) Then another person said that we will sink it in the deepest ocean so never again be abused. But the teacher said, "No," because man will learn to dive and find it there, too.

Then they said if you say so, we do not know where to hide it where man cannot find it, Then the teacher said hide it down in man himself. He will never think to look there. And that is what they did. Hidden down in every man is some of the Divine. Ever since then he has gone over the earth digging, diving and climbing, looking for that godlike quality which all the time is hidden down within himself.

Those legends show us that human sin always exists in the world. To focus on the development of our character and to develop character is important.

I wrote one article, "Good character" in a Christian newspaper that

said "in other words, it is very important to develop personality and character." I've read Stephen Covey's book a few times over again. His conclusion was about characters. To emphasize this, in many ways, I have heard many illustrations.

Good character, good quality is never found in the earth, nor on the mountain, and nor in the water but only in the hidden down within ourselves.■

41 Endless learning

I am still learning. There were many things I learned in my life. At Seminary, I learned the basics of theology. At Methodist Graduate school, I learned about homiletics. At McMaster in Kenya, learned advanced theology and CPE. Through Lay Pastors Ministry, I learned a lot of leadership, pastoral care, management, and so on. Through Melvin University, I learned my potential and opened it. Through reading many leadership books and writing my own books. Those progress last three decades, I have learned a lot for myself from outside resources.

Now I think I am learning about myself inside, close to learning about myself. Through this learning, I am finding more who I am. It wasn't clear before because I observed the given job to do right away, so learning but for using it.

Now, learning is different from the previous one. Not totally different but sensing myself something different. Before I tried to learn to be used, to succeed in my ministry, in my job. Now I'm still learning but not for my job, my work, my success but my daily soul soup. Making me more abundant for spiritual welfare, that's why we need to learn constantly until we die. ■

42 Word studies

“Enthusiasm”

It originates with the Greeks, it means God within, or God’s gifts within.” Enthusiasm is the fuel of happiness and bliss. It refers to the divine light that shines within each of us.

“Authentic”

It comes from two words. One is “autos,” which means self, and the other is “hentes,” which means being. It means being yourself.

“Genius”

It comes from the Roman “genuinus,” which means what “you were naturally born with.” It is nothing more, or less, than being “genuine.” People who follow their nature develop their genius, taking it further and further with each new challenge, never being satisfied with today’s comfort zone.

“Character”

Its meaning has changed significantly over the years. Originally, it meant something that was engraved—on wood, on metal, on stone, on one’s soul. It is who you are; it is you in totality—the composite of everything that has ever happened to you, all the good and all the bad experiences. In Shakespeare’s time, character acquired an alternate meaning—quite the opposite. It became the word that described a part that an actor played. Characters acted out roles, wearing masks to hide their true identity. Instead of defining who you were, the character defined who you were not. ■

*-from the book ASPIRE,
written by Kevin Hall*

43

The origin of the word, LEADER

The word, 'leader' is Indo - European, and that it is derived from two words. The first part "lea" means path, and the second part "der" means finder.

So a leader is a pathfinder, leaders find the path. They are the readers of the signs and the clues. They see and show the way.

If we look at hunting parties going out in ancient days, those who become the leaders see the signs of the game and stop to listen. They pause to catch their breath and get on their hands and knees to recognize the clues. They see the hoof marks. They are the ones with the best hearing who put their ears to the ground and listen to where the game is. They are the ones who touch the ground and can tell which direction the animal is traveling. In olden times, finding the true path of the game was life sustaining.

Being a leader means finding the path, but before we can help someone else find their path, we must know ours. This is a whole new picture, a word picture, of what it means to be a leader. If it's true that a picture is worth a thousand words, it's also true that a word is worth a thousand pictures.■

from the book ASPIRE, page 27-28

44 Meaning of MOJO

The word of MOJO originally referred to a folk belief in the supernatural powers of a voodoo charm, often in the form of a piece of cloth or a small pouch. (That's what Muddy Waters was referring to in his song "Got My Mojo Working." In a word, Mojo is that positive spirit toward what we are doing now that starts from the inside and radiates to the outside.

Over time the word has evolved to describe a sense of 'positive spirit and direction, especially in the shifting tides of sports, business, and politics; suddenly the pundits anoint him as the candidate in the race with Mojo. In the English dictionary, Mojo means a magic power or magic spell.

Mojo is the moment when we do something that's purposeful, powerful, and positive and the rest of the world recognizes it. Our professional and personal Mojo is impacted by four key factors: identity (who do you think you are), achievement (what have you done lately?), reputation (who do other people think you are -- and what have you've done lately?), and acceptance (what can you change -- and when do you need to just "let it go"?).

The positive actions leaders must take, with their teams or themselves, to initiate winning streaks and keep them coming. Mojo is the positive spirit - towards what we are doing now - that starts from the inside - and radiates to the outside. Mojo is at its peak when we are experiencing both happiness and meaning in what we are doing and communicating this experience to the world around us. ■

45 Meaning of Genshai

In the West we might call this CHARITY, but I think we'll find this word has a deeper meaning. What word could have more depth than charity? Indian word, Genshai (pronounced GEN-shy) which means charity in English, but the deeper meaning is that you should never treat another person in a manner that would make them feel small."

As children, we were taught to never look at, touch, or address another person in a way that would make them feel small. If we were to walk by a beggar in the street and casually toss him a coin, we would not be practicing Genshai. But if I knelt down on our knees and looked him in the eye when we placed that coin in his hand, that coin became love. Then and only then, after we had exhibited pure, unconditional brotherly love, would we become a true practitioner of Genshai."

Sometimes When we made the decision, we treated ourselves small. Genshai means that we never treat anyone small—and that includes yourself! Please you will never, ever treat yourself small. ■

-paraphrased from the dialog between two people.

Everyone has different points of view

Even simple PACE, there are many different points of view. Of course basic concepts made by Melvin & his team are the same yesterday, today and tomorrow forever.

But to adapt is different. For instance, there are basically four good views: First Rev. Sangbok Kim, Pastor of Hallelujah thought the PACE ministry changes the "lifestyle" of those believers. Rev. Jongtae Kim was associate Pastor of Hallelujah Church and our staff told us that the PACE ministry is making "Church Infra." Rev. Jinsok Park, one of our key staff, said the PACE ministry is useful for all areas, and even used the PACE concept in the correctional center, and general elementary school teachers. The last Rev. Myoungsang Kim who had been doing the PACE ministry said it changed the culture of his church.

And some stress Prayer than the other three, A.C.E. Some talks Example is the most important.....yes...,different point of view.

How about me? Which one is the best? My view is that all of them are important and have their own distinctive features.

Let's see each of them. Prayer to God for PACE-ee, Available to them once needed, and Contact them regularly, and being an Example...as a Christian.

Whenever we think of our flock family, we might be reminded of their prayer requests. Their family, for themselves, for their children, for their

job or personal life. Everyone has special requests, and to know someone is praying for me, it's very comforting.

And, when we tend to be available, we want to meet them to see how it is going. Then they will be more open minded to us and share.

And at another level, we will make a schedule to visit, to call them regularly. They will see we are thinking of them so contacting them on a regular basis.

Through those we become a Example to them unconsciously, invisibly. That's the example and become a role model for them. They respect us, PACE-er, like us, befriends us...so they enjoy sharing their life with us...not only one time or twice..but several years to go until they move out to the other place, to the other church.■

47 Timeline of PACE ministry

What's happen to me after one year, five years, ten years. For me I found it was different in the beginning, a few years later, and now 15 years later.

In the beginning stage: I didn't know anything of it, of people, of pastors, of church, even didn't even know the concept of ministry generally. At this stage, I have learned it from the paperwork: reading, translating and soon later teaching it at school, at churches, at our training center, to pastors group, to lay pastors, at conferences. I think on the way to these activities the spirit of PACE was sinking down in my heart.

Five years later: I came to know something about it. I have jumped into the sea of PACE water. I tasted it, enjoyed it, then not only teaching it but also telling them the core spirit of PACE, for instance, understanding and accepting people as where they are, what they are, who they are.

Fifteen years later now: Interestingly, I don't know about it well. Probably PACE cycle? just like a life cycle. Maybe I understood PACE ministry fully? My boast? I have been with it for 15 years. If we concentrate at One thing, what's gonna happen? Maybe we are specialists in that area.? Definitely! So what I am going to do now if I am really a specialist. What's next? Probably sharing mine to the others who are longing for to be better people, ordinary people but move over their head and mind? Do I have the ability, spirit, mindset, lifestyle to distribute them? That's my final question for this moment. ■

48 Tolstoy's Short Stories Book

I happen to read Tolstoy's Short Stories book. In Chapter 1, he wrote about a man who is a shoe repairman for a living. In the beginning part, he was reading the Bible, Luke 6:29-30, If someone slaps you on one cheek, turn to them the other also. If someone takes your coat, do not withhold your shirt from them. Give to everyone who asks you, and if anyone takes what belongs to you, do not demand it back.

I was interested in Tolstoy's mind through the biblical story and those impressive illustrations which are quoted from the Bible. What I got more interested in is the Gospel of Luke 6: 29 following: If someone slaps you on one cheek, turn to them the other also. If someone takes your coat, do not withhold your shirt from them.

Today's society and our individual life is different and very far from this biblical teaching. Everyone from the children to adults are striving to survive these difficult situations, so everything is under competition. So I can't follow those teachings.

But, for me, it is teachable and gave me another chance to think of how to live with others and how to relate with people even who were not good to me. It was definitely invaluable teaching for me anyway. ■

49 Is this meaningful?

I read a book, Man's Research for Meaning written by neurologist and psychiatrist Viktor Frankl. I didn't know who he was and was not interested in psychology and therapy. But through this book, I found he was a survivor from the Nazi Concentration Camp.

Anyway, there were three theories in Psychologies: Freud's psychoanalysis, Adler's individual psychology and Frankl's psychology.

Logotherapy was developed by neurologist and psychiatrist Viktor Frankl and is based on the premise that the primary motivational force of an individual is to find a meaning in life. Frankl describes it as "the Third Viennese School of Psychotherapy" along with Freud's psychoanalysis and Adler's individual psychology. Logotherapy is based on an existential analysis focusing on Kierkegaard's will to MEANING as opposed to Alfred Adler's Nietzschean doctrine of will to POWER or Freud's will to PLEASURE.

Rather than power or pleasure, logotherapy is founded upon the belief that striving to find MEANING in life is the primary, most powerful motivating and driving force in humans.

A short introduction to this system is given in Frankl's most famous book, Man's Search for Meaning (1946), in which he outlines how his theories helped him to survive his Holocaust experience and how that experience further developed and reinforced his theories.

What I am most interested in is not logotherapy or psychology but

people constantly searching for the meaning. For instance, in the Lay Pastors Ministry, many people including me committed to the ministry for their life-ministry, of course Dr. Melvin was one of them.

In terms of motivation, why are people still involved in the ministry, because there is meaning for their lives. What I teach all the time is that there should be meaningful and worthwhile work and ministry. Then people are dedicated and put their energy into it. So we need to ask continually "is there meaningful?" just like Viktor Frankl ■

50 Balance of being and doing

Being relates to integrity. Doing relates to action. For instance, Being is stressed by Dr. Melvin at PACE Training Manual, Chapel 7: A synonym for **Being** is Integrity. ASK GOD REPEATEDLY TO HELP YOU BE: ** A loving person rather than just to love at times; * A patient person rather than just to show patience; A compassionate person rather than just to project compassion. * A servant rather than just to serve at times; A generous person rather than just to give conveniently. Jesus is our model. He was a servant. He was not just performing a servant's task when He washed His disciples' feet. He was a loving person; He did not merely love certain people to a certain degree at a certain time.*

On the other hand, **Doing** is stressed in the Bible,

James 2:14-17, What good is it, my brothers and sisters, if someone claims to have faith but has no deeds? Can such faith save them? Suppose a brother or a sister is without clothes and daily food. If one of you says to them, "Go in peace; keep warm and well fed," but does nothing about their physical needs, what good is it? In the same way, faith by itself, if it is not accompanied by action, is dead.

Matthew 7:24-27, Everyone then who hears these words of mine and does them will be like a wise man who built his house on the rock. And the rain fell, and the floods came, and the winds blew and beat on that house, but it did not fall, because it had been found on the rock. And everyone who hears these words of mine and does not do them will be like a foolish man who built his house on the sand. And the rain fell, and the floods came, and the winds blew and beat against that house, and it fell, and great was the fall of it."

So, We need Balance between Being & Doing. Only being is not enough, probably that will be in dogma, theory in some sense. Only doing it is not enough because it makes mistakes and is not effective and nor productive. Doing them will be like a wise man who built his house on the rock.

Then, how can we have a Balanced life? Try to be an Integration person and also a Doing person. ■

51 Secret of long-term ministry

Dr. Melvin had a long-term ministry successfully. How has he done? Number One was clear of his vision for helping local churches, and kept the vision continually and purely. That makes pastors believe him. Before they believed this ministry but believed him first.

And development resources continually next 20 years. Also in other words, rather than just seeking his own benefit but seeking other people's benefits. It's going to be more long term.

Why are we doing ministry? Definitely it should be purposeful to be beneficial for others. For me, I have done this ministry for almost more than two decades, but I tried to help people, pastors, and churches and also kept our organization to grow.

For the long run, we have to help others, then they see how and what we are doing and even they know our private life so maybe they give us credit. They believed me was also important to get a longer race.

And I tried to develop new resources based on Dr. Mevin's resources. Then I gave those new resources to our network churches, so they believe me that I am investing my time and energy for them, so they kept on going and came to our conferences continually. ■

52 Two 'praise' personally

People were saying "Praise makes whales dance, too." Still many people believe and talk about it. By the way, if we look at books and even in reality that is half truth. It's good for some children but not for some children. Some children and even some adults need but some don't need it, even worse to some.

For example, some students need reality, that is no need just Praising and people are using it in a fake, But actually those children need the truth, that's not praising but they need encouragement. If you want, better to encourage them, not praise them. Once they were good, it's ok to praise them, but praising them all the time, anytime, constantly, it makes them misunderstand that they are ok. In reality they are not all ok as I found.

Do we want to make weak children, weak students? Or make strong children, strong students. Today, weak children, weak students couldn't survive. I am not saying here they were excellent students A+? excellent children? No I am not. What I am saying here is that we need to treat them to see the reality.

Praising? It's good for those who are using it nicely, which means they have matured to accept it. But we need to be careful to use it, I mean those who do not match it, those who misuse it. Successful people, were they mostly praising? No. They were not praised once they were young, and they were encouraged properly. ■

Better to follow our Nature

People want to be free. How can we be free? In one word, "feel free to be YOURSELF." Feel free to follow your nature.

Someone said "You know your self," but we might say "be yourself."

If we want to really fly in our life, if we want to soar higher than us ever thought humanly possible, then feel free to be ourself. We've all heard the expressions "You're a natural," "That's in your nature," "It's second nature to you," and "You were born to do that."

Some people try to follow other's style, their life philosophy, even try to follow their posture, their voice, their gestures, especially to the pastors at church. But they can't be others at all. They make themselves more inferior that were given to them at birth.

"Nature" comes from the Latin "natura," which means to be born or to give birth. Nature is the gifts us were born with; it's our genius, the "genie within us." And that genie will grant our every worthwhile wish and dream. ■

54 Both side of coin

Everything in life has both sides of the coin. For instance, as always, knives are used for cooking correctly but incorrectly they can be used for people. Such as words we use affect two aspects: correctly and positively; and sometimes incorrectly and negatively.

Even if there were good intentions, its results are totally different. Once we talk about something, a little private thing to a trusting person, they misunderstand, more correctly, misuse or abuse what I said. So good intentions but bad results.

Sometimes we want to share our luck or good news to a close friend, then their response is odd, and a little hurt. So one day I have decided that it is much better to not talk than to speak.

Naturally people are different, especially their opinion, so better to be careful once we open up about serious things. ■

55 Confidence vs Competence

These two are totally different words. Confidence means I believe in myself. That's am I confidence in me? But competence is about our ability to do it or to manage it successfully.

For me, sometimes I think of myself as a competent person, because I can do and solve problems nicely, which means I am able to do any given task.

By the way, some people might think they are competent so they are confident in themselves. Once they are competent they believe in them. That's no problem at all.

What I questioned here even though they are not competent but they have Confidence on themselves.

So we need to prepare endlessly to be a competent person, then we can get confidence in ourselves. And if we are competent, confidence will be in place automatically. Sometimes people misunderstand that without competence they are confident in themselves. That's overacted, isn't it? Without competence they are going to be the leader of a team or organization. So they are inept at the given job. ■

56 Difference of Senior Pastor and Lead Pastor

Traditionally we call a senior pastor the top pastor at the church, it implies he has the whole power, literally the pastor in charge.

But in the dictionary, senior pastor is someone who is retired but attending the same church where he worked for many years. So basically calling "senior pastor" to the pastor in charge presently is wrong.

Anyway what I am saying now is about Lead Pastor, mostly churches in the States are using it. Nuance is also slightly different. The Senior Pastor symbolized power and authority, especially in the Korean churches which are stronger than in other countries. In other countries, they called him "pastor of 00 church," but in Korea we call "senior pastor" of 00 church. Giving them more authorization, so people literally respect and threaten him.

By the way, today in the States, mostly saying and calling them "lead pastor." Pastors introduce themselves with this nuance. So it gives them there are many pastors in the church but he is lead pastor. There must be no ladder as level.

But once we called them senior pastor, there must be chief assistant pastor, assistant pastor, associate pastor, and youth pastor, so on..that's a hierarchy system even among the pastor's team. In some sense it's good for the order of the church but the time today it doesn't work. ■

57 Difference of viewpoint

It's meaningful to make university in a poor country in Africa, but there were many different opinions, especially in the beginning stages, and even up to now, almost two years later.

Very few people agree that making university in Africa is meaningful and worthwhile, but mostly against and resist making it there. They used to say, "It's like a bottomless pit." It makes some sense that's true, but on the other hand, if we put in a lot of water, it will probably overflow. Is it exaggerated?

Let's say a bit more of it. Yes, people are different in terms of viewpoint because of their life philosophy, life experiences, life background, etc, but the main difference is the simple question, why school in Africa? They insist that it's wasting money.

My personal opinion is different. Extremely, people used to waste money for investing in stocks, new business, new start-up business, and especially retired people wasted money for wrong investments.

Investment to make university is not wasting money at all. Of course its fruits are not ripping right away, not in a few years, but after a few decades definitely there must be fruits.

Look at universities in Korea. Some of them were started and established by western missionaries. Now, after 100 years, those universities are really worthwhile. Definitely Melvin University will follow those same traces. ■

58 Different upon situations

I often used to go to Macdonald early in the morning. I found there is something awkward about the workers. Especially calling to my attention was the female chief manager. She was always chilly to me, so I was confused and thought to myself that she might have mental problems, and questioned that being shy is not kind to me. I am an old man? Is my attitude wrong to her? Whenever I went there she was so unkind to me and I was unpleasant. By the way, interestingly she was so kind to other customers, especially to the young men. Isn't it interesting? Why is she acting like that? I didn't figure out the reason why.

Some people change their gestures very quickly and repeatedly. I am not sure but it depends on place, time, and people? In a word we shouldn't be different. For instance, when we take airplanes, some cabin crew are good, but some are not. Also at restaurants, some waiters or waitresses are good but some are not.

Maybe we, ourselves, are acting like that time, place, or even different people? That is not good at all. We heard the word, "integrity" many times. What does that mean? We should not be changed whenever and wherever. People are people wherever, whoever they are. We have been honest and pure in heart interrelationships. ■

59 Structure first? or Ministry first?

If we make structure in the very beginning, that ministry fails. Why?

Generally, any organization, they make structure. First they are interested in positions, and second, for fundraising. That's their basic concept. That's why there are so many organizations that have only some Structure but no works, no ministries and died.

For Christian ministry, just like Lay Pastors Ministry and other ministries, people out there need to see it first. Then they are interested and involved in that ministry. Then working together for a while and then need to make STRUCTURE, that's very end timely. No need to hurry to make the structure first.

Let's say this way. When we start a ministry, if we are saying "to make structure," then people are not interested in the project. Because many of them have already had bad experiences with vague and empty structures. So trying to make Structure first is a fatal mistake. People come but leave soon.

But once they see it with their eyes, they are going to believe and to open their minds, and then be involved in and even take a risk to make it successful. ■

60 Me and We

What I can do. What we can do. These are thoughts of today. It's easy what I can do for Melvin now, for instance, I am not in Kenya so what I can do is to send each student my weekly pdf LECTURE, "Lecturing from the President Byeong on the Ministry, Philosophy, and Leadership of Dr. Melvin," but not easy to get an answer of what WE can do.

We here in Korea are professors who are staying overseas. There are two professors in Melvin University now. Those who are teaching at Melvin campus presently, 3~4 professors. And some are staying overseas. In the States, the UK, and Korea. They are not teaching, but just named in the school web. Those overseas professors are only symbolic people, and acted for Melvin at all.

What can I do with them for Melvin University? What kind of project do I have to develop as the president in cooperation with those overseas professors? Actually they can't do anything in teaching, because now zoom teaching devices are not ready. It's too expensive to buy from the school itself. We needed donation for that but still not afforded.

Another way, I have thought about making a Study Group for students and for those professors. Those professors are experts in their areas, so it's good to get them to help students, so there were around ten groups possible, but there are also problems because students are not using the internet on their phones, internet on the phone is also expensive to the students, so that's not possible. Anyway, I am constantly thinking how to help students through those overseas' resident professors. ■

61 Growing of Tree and People

Former President of Vietnam Ho Chi Minh said, "You have to plant trees for 10 years, and you have to grow people for 100 years."

Anyway, I am working for growing students for the future of Kenya. That's true. It means I am on the right track, but educating students is not an easy job. As I remember, three of the most difficult jobs in the world; 1) make Country. 2) make University. 3) make hospitals. It means I am doing one of the most difficult jobs in the world.

We often say that there are three D jobs: dirty, difficult, and dangerous. It means degrading those lower jobs, we call it the blue colour. To make university is not the job of a blue colour but it is hard as much as a blue colour job. Actually I have done this job many years ago, I have been a security guild for four years helping mission school in Nagaland financially.

Anyway, I am doing the Education ministry for Kenya young people. It means taking hundreds of its fruits. Look at those universities in many countries, mostly more than 50 years up to now, even some are more than 100 years, centenary celebrations. Probably, definitely Melvin University will probably need 100 years to mature enough even if I am not living until then. ■

Only ONE book, or many books?

I am writing many books now. But my goal is not to publish them as a regular book for publication in public, and not to put them at bookstores in town. My purpose is to develop myself.

I am now a university president, so no need to be a prominent person in the world. Many authors of books are not from the university president, but they are mostly experts in certain areas. So they become the prominent and well-known of that area, and it is needed for their business for fundraising. So they pour all of their energy and write about it. Of course, I am an expert of the Lay Pastors Ministry, but I don't need to be well known in my reputation because as a president I already have it. So I need to write for that purpose, my personal growth. What I am writing is just what I want to write, so I am free from those burdens. And what I said already that I don't want to publish my books in public. Frankly, I am writing books for my growth.

And a year ago, I found free pdf books that a group of people in the States collected valuable books and made a web of those pdf books for free download. So it gave me the idea to make pdf books myself as well, and to put them into Melvin web, so students and people who are interested in my written books can download them freely. No need to pay for it, nor to go to the bookstore to buy it. So I will do this project constantly as long as I can. ■

Newly eight Chartered Universities

I looked on the internet and found that last year, 2022, eight universities in Kenya are fully accredited, chartered by the government. There are a few stages to be formal university: degrees process and Accreditation stages

First degree process has four levels: Short term course, Certificate Course, Diploma course, and Degree course. Melvin University has been gone through this process after Inauguration, August 14, 2021. They were three months, one year, two & half years and four years. We have actually experienced the last two years. Now BA course is going on.

Another one is accreditation stages: Before the formal opening ceremony we use a private accreditation agency, and they help us to do short term and one year courses. We pay them and they work with the government closely. And the next stage is to get an Interim letter of Authority (takes two years to get it). We are now on this stage. And the last and final stage is to get a chartered university (take around ten years to get). We are headed for this, so need ten years to go.

So to be a chartered university takes many years and needs enough infrastructures and enough students, that's why it takes around ten years after Inauguration. So when I got info that eight universities were chartered last year, it's really marvelous, and I murmured to myself how difficult they had gone through.

It's a challenge for me, and also we need to take more than 10 years, A lot of challenges are ahead of us, and More prayer, stronger minds, also need to be more humble. ■

64 It takes ten years

As we know, all experts, and being a professional in some area, take many years.

For instance, sometimes we see on TV, and famous dancers say it took ten years to be the level of dancing. Fluency in Morse Code also takes ten years to be mastered.

And Olympic medalist, Chess grand masters, concert pianist, PGA golfers, and Choir conductor, so on...every one took many years up to that level, that position.

Ten years are approximately 10,000 hours if we practice 3 hours daily. As we heard 10,000 hours' principle. Everything including language mastered needs that long, which is 3 hours a day, and can last 10 years.

My case is the truth. I have practiced English speaking and listening, even grammar, syntax, and so on. More than 10 years, definitely every day. Let's say I have begun the practice since 2nd year of seminary. My age was probably 28. Now I am 68 years old. Still working with English every day, Going on 40 years. Still, I am thinking I have not mastered English.

After all, deliberate Practice is the answer to what we want to master in a certain area. Intentional, purposeful training and practicing is solely the answer. ■

65 Life cycle of Leadership

As we know there are cycles: For instance in season, spring, summer, fall, and winter: for human, born, older, sick, and dead: and business, start, climb, plateau and downhill.

There is also a life cycle of leadership: early stage, middle, and late. So to proceed with my leadership cycle in this ministry? Let's say:

Early times: vision

I had a burning heart at an early stage. To start up, I couldn't think of anything because of concentration on my tasks. It was given to me in one morning, so my vision was clear, and I kept them constantly. I was happy to do it.

Mid-times: development

It was just following up eras and continuation. Our ministry was growing and everybody, pastors, laypeople, others. We were satisfied with what we're going through.

Late times: gracefully

For now, I am 68 years old, and gracefully, Melvin University is running smoothly. And I am thinking my ending should be ended gracefully, blissfully, and calmly.■

66 Pay the price for achieving

If we want to achieve success, we need to pay the price just as we buy some good clothes for ourselves. For example vision, dream for something need to take risk to get them, paying the price. There are many: Sports, Olympics or disabled? Business? To get the goal, they paid a price.

For another example, look at Melvin. Once I started the university project, some said, "looks rosy path ahead of you." But after the Ground-breaking ceremony, and also the Inauguration ceremony, unexpected difficulties that I never experienced came up.

There was a lot of price to pay to complete it. I didn't know what to do next. Bur financial issues, personal issues, positioning, constructions, requirements from government, actually up to now there are many challenges in front us now. I believe we have to pay the price continually. School is growing, then needs another price to be paid, get a degree course, need another price. Endless price to be paid, and we can't get out of those burns. That's reality, just brutal facts. ■

67 Deeper meaning of "passion"

The word 'passion' first surfaced in the twelfth century. Coined by Christian scholars, it means to suffer. In its purest sense it describes the willing suffering of Christ. Passion doesn't mean just suffering for suffering's sake; it must be pure and willing suffering.

There are many festivals and plays in Europe that commemorate Christ's suffering. They are called Passion plays. Both "passion" and "path" have similar roots: the word "path" is a suffix that means suffering from.

We have doctors called pathologists. They study the illnesses and diseases that humans suffer. It is revealing the link between suffering, or passion, and sacrifice.

"The word 'sacrifice' comes from the Latin 'sacra,' which means sacred, and 'fice,' which means to perform. To sacrifice is to perform the sacred." At its essence, 'passion' is sacred suffering.

Suffering isn't necessarily a bad thing. It can and should be a good thing. It's noble. It's sacred. It's life defining. It's one thing to suffer and be a victim; it's an entirely different thing to be willing to suffer for a cause and become a victor.

Even though it has become popular to define passion as deep or romantic love, the real meaning is being willing to suffer for what you love. When we discover what we are willing to pay a price for, we discover our life's mission and purpose. ■

To put the important thing in the end

If we look at books, not every book, but important things are in place at the ending part. Why? I have questioned myself.

Usually they explain what it is in the beginning, kind of an introduction. Opening the door to get the attention of readers. Then in the middle, they put approval for the previous premise, explanation for the book. Why I am writing, what it is, how it was useful, and so on.

By the way, at the end, they stress what they're really wanting to say. There were many good ideas in previous parts, but they like to say the most important thing in just one line. That's why they put the core concept and assertion at the ending part, actually that is what they want to say from their gut. We can get many ideas, useful information, but we need to pick what they really want to say, just say one word, one sentence, that's what we should get before closing the book. ■

69 Willing to suffer

Viktor Frankl was willing to take risks when he jumped into the hell of the Holocaust. As an esteemed surgeon, psychotherapist, and author, he definitely could see what was happening.

It was clear the Nazis would take over his beloved Vienna. He could have left, but he chose to stay because of his deep love for his parents, who could not obtain visas for themselves.

Viktor had arrived home from the American consulate with his travel visa in hand to find a large block of marble sitting on the table. His father had rescued it from a local synagogue that had been destroyed by the Nazis. It was a piece from a tablet bearing a commandment that read: "Honor thy Father and thy Mother, that thy days may be long upon the land." Viktor put his travel visa in his drawer and never used it. He willingly chose to stay and suffer alongside his parents. He was at his father's side in the concentration camps and was able to administer medication that helped relieve his pain and suffering until his father died in his arms.

After the war was over, Viktor kept two prized pieces of art in his writing studio in Vienna. The first was a wooden carving of a man with an outstretched hand. The name of the piece: The Suffering Man. The second was a painting of ten coffins in Auschwitz. It was in one of these coffins that he found the remains of his father. They remain vivid reminders of why he went where he went and did what he did.

Viktor's willingness to suffer led him to his gift. It led him to what he

was meant to do—help others find meaning and purpose in life. We often find that meaning through suffering. Ralph Waldo Emerson said, “Every wall has a door.” The willingness to suffer for what we love, is often the door that leads us to our path.■

-from the book, *Aspire*

Not sermon, but explanation

I found some people are going to give sermons all the time, I mean to teach all the time while they are talking with another. Once or twice are ok to the listeners, but they turn off when the talker too often and too much to do it. Of course every one, including me, is indulged in these temptations, and they think their teaching will be helpful to the person who is in front of them.

I often had personal experiences while talking with someone in something. People in front of us want to hear more in detail, that's an explanation not a sermon at all.

In leadership, talking nicely and listening nicely is important. And one more important criteria is to explain well. We need endless. ■

71 About Dr. Kaping

He is an Indian American and lives in the States now. I was working with him for PACE INTERNATIONAL FELLOWSHIP (PIS) while he lived in Korea. PIF is a caring ministry group, called Lay Pastors Ministry which was rooted in the States, founded by the late Dr. Melvin Steinbron.

Anyway, he had been there a lot because it's not easy to adapt Korean culture because he couldn't speak Korean.

Fortunately, he moved to the States with his family a few years ago. His married niece lives there, and she and her husband help Kaping's family to settle down in the States. Dr. Kaping was invited to one Korean immigrant church and also studied for Doctor of Ministry and also Doctor of Theology at wonderful universities there. I am really glad that his life is comfortable enough to stay there, and he is doing invited preaching here and there. He is talented and really something of a Biblical scholar. He has studied Archeology (Ph.D.) in India and studied Biblical archeology at many schools in U.K. and in Korea as well, so he is an expert in those areas.

Recently, he sent me this message to my facebook: "Wishing you much joy today and always in Jesus' name, Byeong. Kindly convey my warm regards and love to our friends in Korea." -Timothy Hunphun Kaping

I am now happy he is alright! ■

Difference between mother and father

Why mothers love their children more than fathers. Biologically, as we know and speaking truth, father gives sperm to mother's womb. But the mother kept the embryo for nine months. That's the one reason why motherhood is stronger than fatherhood. This is the simple and basic reason and no escapable reason. Probably, biologists are accepted for this reason. Have you ever caught the eye of a mother in a crowded parking lot who has momentarily lost sight of her child? We would not want to get in the way of that passion. Mothers are willing to suffer for that child, that baby, that embryo in the womb. They endure nine months of suffering just to give birth, and their willingness to suffer for their children lasts a lifetime.

If so, what about father? Don't they love their children? NO. They love children as well but slightly differently. That's probably why women are more emotional than men, and that's related to mother's function, also it is different from man being a reason-bounded animal and woman being emotional.

On the other hand, mostly children get their last name from their father. Which means man wants that father's lineage and it is so pervasive in Asia, of course it's true in the western world as well.

Parents love their children, but fathers and mothers are different. They love their children definitely, but only there are some differences in how they do it. ■

73 Sports and Leadership

I found that many leadership books are written from the people of Sports: Olympic Champion, Sport experts in various areas.

Why are they written, and what is the common between Sports and Leadership?

People in Sports are striving to accomplish, to overcome their limitations, they know no pain no crown, the goal is the target, people are helping or sometimes criticizes whatever human being experiences all, so finally they got victory.

Leadership also has some goal to accomplish, for instance, the goal is to make university. So almost the same procedures, same experiences, same slogan, no pain, no crown.

The differences are the Sport: Goal oriented, and called them Captain, in Leadership: Task oriented, and called them Leader. Common: Well done or Not done, and Win or Loser, Accomplishment. Definitely both process necessary

In the end, the common goal is to reach the goal, and to accomplish the purpose given. ■

Brave and too brave

Brave is good, but too brave is foolhardy. It is a fatal mistake by defiant disregard for danger or consequences. Some people are acting like that not only once but also constantly. It makes people sick and tired, and those things, those projects, this ministry will often paralyze.

For instance, as we experienced hot weather like 35c in the summer is not good because it gives us stress and irritated. Warm weather is ok and acceptable, but too hot weather is not easy to endure. Such as too much is not good. Overeat, talkative, overweight, oversleep, overnight are not good at all

Why are those people over brave? Their mindset that if they are brave will be good for motivating people, and probably for their self-satisfaction? They are not cautious about how those followers think if their over brave. If the followers understand the leader's leadership fully and accept the timing is urgent and even though being over brave is necessary, that will be no problem.

Of course, bravery itself is not bad at all, but we need to know when to go and when to stop. Over brave needs once or twice are good enough in our life. ■

75 Leave and come back again

Once people are beginning something big, the crowds are hailing. But they soon left and forgot what it was. By the way, they come back again when it is accomplished, completed. If they are not completed or accomplished, people never come back. That's the human being.

For instance, at the marathon at the start line, a lot of people come and shout because they are excited to see the marathoner on the line. But look at it 10 minutes later, those people dispersing. By the way, once finishing the marathon they would come and congratulate him.

Let's say A, B, and C. A is the start line. C is the finish line. B? B is between A and C. What happened to B, in the middle. There must be a lot of work, a lot of pain, in a word there should be endurance. Endurance, endurance, and endurance. That's the marathoners are doing. Not only at marathons, but also all the ministries and projects in the world.

Then, when we have finished completely, those sightseers come back and tell us you have done well. Until then, our work is not finished. They will say, "We are so proud of you. You had just achieved the impossible."

Personally, I have heard this a few times from Tom Corbell, the president of LPMI USA. I have reported every achievement, even tiny things, sometimes huge projects just like Melvin university. He used to say "I am so proud of you Byeong." Because he knows the difficulties in the project.■

76 To see differently

Present situations are standing still, looking the same all the time, but some people see it differently. For instance, Leonardo da Vinci, Christopher Columbus, who painted the Mona Lisa, The Last Supper, and so on.

Sapere vedere (pronounced sah-PARE-ay veh-DARE-ay). The phrase combines the Latin "sapere," which means knowing how, and "vedere," which means to see.

Sapere vedere is knowing how to see. It transposes the saying, "Seeing is believing" to "Believing is seeing."

People with sapere vedere look forward as well as inward; they are capable of believing and seeing what others don't. Da Vinci understood that we truly see with our brain first, our heart second, and then our eyes.

Knowing how to see, he realized, is crucial to living a life of significance. It enables us to focus on what we want to see happen instead of focusing on what we don't want to see happen. People without sapere vedere say, "I'll cross that bridge when I get there." Those with sapere vedere say, "I'll see that bridge before I cross it."

Sapere vedere is three dimensional, a combination of hindsight, foresight, and insight. "Hindsight" is seeing back. "Hind" is behind. It's where we've been. "Foresight" is seeing ahead. "Fore" is before. It's what is in front of us. "Insight" is seeing from within. It's what we see with the eyes of our mind and feel with the pulse of our heart.■

-From the book, *Aspire*

77 Successful Failure

As Dr. Melvin said, "No one has ever failed," everyone has experienced failure, but the matter is whether it is a successful failure or not.

There are many people in both: successful failure and really failed. We need experiences in both: sometimes failure, other times are not failed.

In the end, we need to evaluate its final results. I have failed experiences, as you guess. Major failures are: I failed to enter high school; I failed to enter theological school; I failed to make University in Korea, and so on.

But I think I am successful in making a University in Kenya now. I am still not sure how I succeeded in it, but people say that I have done good and completed what I have to complete.

In retrospect, I failed a few times, but it was a successful failure. Those failures gave me valuable lessons and to form my personal character and to be humbled what is the important element to be a leader. ■

78 Wisdom and Vision

We know the vision is talking about the future, but about the past? Etymologically, wisdom is talking about the past. These two words have Old Germanic roots. The wisdom is "I know what I saw," and the vision is "I know what I see."

Let's talk a bit more about wisdom in the light of our present living. What's wisdom? Generally what we have learned previous from many resources around: for instance, our experience whether good or bad, learning from classroom, book readings.

By the way, I found there are two ways to get wisdom practically: one from personal experience, and another is from the classroom. We need both learning. If I missed one of them, our wisdom is not enough. I can't say only 50 percent is correct.

We are learning a lot from the past, and it shapes us to be what we are. This is true. What I am here, and who I am is important for living today and the matter to relate with other people. And it makes us helpful for them, or harmful to them. There are many illustrations of wisdom to; be used to harm others. We need to be careful once using our wisdom for others. ■

79 Thanks English

I have thought again how thankful I am to learn English because I can do many things in English up to now.

Long time ago, I remember when I was a highschool student, my older brother advised me to study and learn English. Since then I have studied English earnestly.

Let me talk about how English helped my life journey even up to now:

Once I was a seminarian, I took an adventure to pray in English at a chapel. There were many students, the whole student attended Chapel, I guess approximately more than 1000 students. I asked school for giving me chance to pray at chapel time in English, definitely they were surprised but gave me permission to do it and I did it through Psalm 23. Anyway I did it and I couldn't remember what I said. Of course it was really poor English and was lousy, but all of my friends praised me, after the chapel, "you did a good job." I still laugh at myself and murmur, "their English are more poorer than mine, so they praised me." Anyway, that was my first experience of being brave using English.

And once I entered the Methodist Graduate School in Korea, we took the entrance exam, and the Dean of Graduate School told me after Examination, "Byeong, your result of Exam is not good but we accept you because your English is much higher than other students." I was surprised and happy that they accepted because of my English

efficiency.

I can think of going to Canada for studies because I know English. Even though my English ability was not good, I have done M.Div and CPE Training as well.

When I came back to Canada my home denominations picked me up to the Head of Mission Department because they thought I knew English, and worked there for many years, while I was there at my home school, Sungkyul University asked me to teach because I know English, and I taught for many years.

Finally I got to know Dr. Melvin and the Lay Pastors Ministry and work for that because I can use English, teaching, writing, and talking freely. And move on to visiting overseas with this Ministry because I do English, and making theological school here and there and finally to open Melvin University in Kenya, and now I am the President of Melvin University.

As you see, because of my English, my life changed and improved beyond imagination. I appreciate my old brother, even though he is not with me physically, but he gave me a really wonderful aspiration to begin studying English about 45 years ago and those institutions and also people who gave and helped me to do and to use, to upgrade constantly. ■

80 Your Path and Purpose

Purpose is the all-important ingredient for Sapere Vedere ("Knowing how to see."). Once we know our purpose, we become pathfinders. Knowing what we want to do dictates where we go and where we put our focus. Our path is the way we travel. Our vision is where we travel. Our purpose is why we travel.

Da Vinci said, "May your work be in keeping with your purpose." We often say, "You did that on purpose." It means doing what we propose to do. The word "purpose" is a derivative of "propose," an Old English word that is a combination of "pro," which means forth, and "pose," which means to put. To propose is to put forth what we intend to have happen in our life. When we align our lives with what has been proposed, we are answering the clarion call to live "on purpose." We were each created for and with a purpose, just as everything in nature was created for and with a purpose.

As Viktor Frankl said, "Everyone has his own specific vocation or mission in life, everyone must carry out a concrete assignment that demands fulfillment. Therein he cannot be replaced nor can his life be repeated."

Understanding, as well as appreciating, our unique calling is crucial. The two most important days of our life are the day we were born and the day we discover what we were born to do. That's the day we catch the vision of who we are meant to be. ■

from the book, *Aspire*

81 Vision for school

I had a dream and vision for schooling in 2006 when I stayed at Yale Divinity School, so approximately 29 years ago, today is the year of 2023. So it took almost 30 years to get University in our hands.

Thirty years. Very long years. Why did it take such a long time to complete the university? What happened during those thirty years.

I had visualized the schooling dreams all the way. I dreamed it, imagined it, told it to the people from our close staff to far third people, and I was thinking of it 24 hours and imaginary pictures of schooling were in mind constantly.

There was a lot of preparation time, an interminable succession of hours, trouble, difficulties, disappointment, and endless trials and errors, but I could stay focused for that long to constantly visualize the dream end result and connect with my inner emotion, finally I made University 17 years later. During the 17 years, in 2015 Seminary in India, in 2017 Seminary in Kenya, and finally University in Kenya.

Definitely people around couldn't wait and understand what I think of it, but even though they don't support and help, and encourage me, I have kept on going up to the goal. ■

82 **Learning is the harmony of reasoned and emotional.**

Two sides of one coin? In the P.A.C.E? I had had written about two people in the ministry in my book, "Reflection on the Lay Pastors Ministry."(non-published.): intellectual people & emotional people. I wrote there once we begin any ministry, emotional people come first and then intellectual people come later. Some people come to any challenges without calculating the risks to follow, just come forth. Maybe God also knows this human physical system. Anyway, they come up right away. But intellectual people are tending to check and to see what's going to happen, so showing up slowly. But in the end, we need both people definitively to succeed in that ministry. Probably, we may refer to it with a motivation curve, 10 % at the early stage, 50% at the middle, climax, and 20% at the latter stage, so on.

Anyway, let's go back to reason & emotion again in the P.A.C.E ministry. As leaders we or lay pastors, we need to learn and grow in two elements. We need to know what's my style to approach: emotional? Or reasonable? Because we definitely need two sides, even P.A.C.E is more on the emotional ministry than reasonable.

People whom we care about want us to be an unlimited emotional person. That is the problem and pitfall there. That's why Melvin's PACE training manual has warned and be careful of unlimited asking from their flock members. Two cautions there: physically difficult people & money to borrow.

The manual states that if too much is asked from those physically handicapped people, we'd better explain our limitations to help out

MEMORANDUM [1]

politely. And very be careful of money borrowers & lenders. It might spoil our pure ministry.

So we need to learn both; emotional and reasonable. Yes, an emotional approach is much better to PACE ministry, but need to be cautioned against those two warnings. ■

83 Everyone is looking at us

In the church, most of them know I am a lay pastor, PACE-er. It means bad and good. Bad means a little uncomfortable because others look at me. Good means it makes us alert about ourselves.

In the secular job, it happens as well. Our boss is looking at us and seeing how we are working? Sincerely? Honestly? Is it best? Try to do better? Listen to their coach? So on.

People in the church, also, might gonna check followings unconsciously: Prayer for us? Available to us? Contact to us? Example as Christian?..truly?

My case is 'good' once they are looking at me. It makes me alert, being tense, makes me wake up and alive all the time. So it depends on how we see what's going on around us. If we think it's awful, I think we are becoming a bad person because our mindset, thinking system in the brain is tending to that line up, bad, bad and bad. But we think it's good, or ok, we tend to accept people around and see them pastorally, not judgemently.

It's important for our personal life whether we live badly on many occasions or we live with open-minded and accepting mindset. It's the same to our PACE ministry. How we see, observe others are depending upon what premise we have, especially to the ordinary people around and PACE-ee. ■

84 Inner power of Grandma

Once I came up to the conference in the States, I was surprised that most of the attendees were elderly people, especially grandmas.

Why? I had question myself why are there mostly old people here? Are they free from daily tasks from home, from the job? There were many elderly gentlemen. In contrast to other countries; Korea, Nagaland, Kenya and many other countries.

Now I am finding something: 1. They started PACE ministry 10, 20, even 30 years ago, so they are getting older, mostly the age of 60s. 2. How about life experiences of grandmas, so they have inner power, inner energy than youngsters.

They, elderly, have a lot of life experiences as we would guess. I am now 63, even at my age I have some experiences which are mostly difficulties, pains, sorrows, mishaps, and so on.

Elderly people know this real life, so once they do PACEing others they already have basic mindset which is seriously to approach people with merciful mind. They ready to accept people's inside, e.g., have inner power already.

Compare of Korea's lay pastors to American lay pastors in the States, those are the differences. Young people don't have those life experiences, they are getting learned slowly, so might be their P.A.C.Eing cycle shorter than elderly.

Of course, younger people have outer energy, and this is a good point to start up and energy to go forward, just as American lay pastors had done 20 years ago.

.... We are getting older

... Shouldn't despise the elderly

... Gray-haired professor? Respect? Why? It says they are mature enough for their career. Are we the same

in PACEing. Matured? The longer the grower, the maturer. ■

Non-proper advice spoils others

In the PACE ministry, not every time but sometimes we willingly, or tend to advise to the others unconsciously. By the way, that advice is even making others angry! Have you ever been doing these things or receiving non-proper advice?

Those who spoiled others with improper words might think they are correct and native advice-givers, so using improper words and behaviors as well.

In the PACE ministry, do we need advice? Yes, only...only they ask us to say something for their decision, we can give some ideas or suggest options, but not very often but just once for a while.

Melvin gave me just one piece of advice, even though it's his suggestion for my goodness, not advice at all.

I know about myself. I have plenty of shortcomings in my personal style. I want to give advice to myself very often, especially once I decide something.

Melvin, I am sure, knows my shortcomings, but in retrospect, he was patient with me a lot, many times. Since I retrospect my life, has his non-advice observation spoiled me? No. Rather, his patience made me to be a better person than what I am.

What is that? Giving advice is a really difficult job and might be giving them wrong advice and then probably spoiling them...care is

not there at all, only judgement left around.

Yes, sometimes we need to use it for loving and really caring that person just like Melvin gave me one strong suggestion not badly but politely and pastoral.

If in those cases we can give advice or suggestions, even in this occasion we have to think over and over again, then approach the others for giving words or suggestions... or giving advice sincerely.

Today's people are busy and have a lot of stress, so they need soft and comforting words, not harsh advice! ■

To discover special things from the ordinary 86

A long time ago, one boy discovered a sewing machine from the spear's hole in the hand of Indians while he was dreaming at midnight.

It's actually an ordinary thing, but he transferred it into a special thing, e.g. extraordinary tool for humans.

Dr. Melvin once said that God uses ordinary people to do extraordinary things.

In some sense PACE is very ordinary, and also most of the people around are ordinary, just like many people in the Bible.

While we are doing PACE to the people, we can discover extraordinary jewels in their ordinary personal life.

That is God's original intention. Everyone was born with specialty, core strength, the matter is how to be discovered and used for goodness.

Also, we, caregivers, and PACER are also ordinary Christian just as I was before.

I have thought very often that I am an extraordinary person now. Just my thoughts. Because I am not any more I was before. I couldn't explain what it is, but clearly I am changed through this PACE ministry.

My position is equipping people to do PACE, but through those equipping others, I am a changed PACE person.

As Melvin said we can be an extraordinary person not intentionally but by chance, automatically, a.k.a. by product.

I never thought I would change...but one day I found that I am not the same person I was before.

Tim Hansel wrote in his book, Holy Sweat

- * God uses what you can do to accomplish what you never could have done.
- * God uses what you have to fill a need you never could have filled.
- * God uses where you are to take you where you never could have gone.
- * God uses who you are to let you become what you never could have been.

There are many people who became extraordinary through PACE ministry to the others who were just ordinary farmers, ordinary housewives, ordinary churchgoers, ordinary elders, and so on. ■

87 Receiving hurts from Lay Pastors in the PACE ministry?

Is it happening this sad things happening? hurting? Mostly we talk in the light of Lay Pastors, but let's talk in reverse.

How often families are disappointed with their lay pastor. Just as many clergy pastors give it to their congregations, lay pastors might give it to their flock family.

Caregiver vs care-receiver. Time to promise with word and Action. They expect PACE from their lay pastor. Prayer for them as promised? Available for them as promised? Contact them regularly as promised? Example as Christian life as promised? I am saying here "promised." Yes.

What kind of hurts take place to the flock family? Language used. Gesture showed. Non-polite acted. Mostly they thanks to their Lay Pastors, but we'd better be careful from time to time, always and constantly.

Especially, they gonna check the Lay Pastor's mind-set to the human people. Those invisible thoughts affect them directly.

That's why a leader's life is not easy. Many people in the church watch Lay Pastors how they do, act, respond, etc.

How long do they care for them?
Only one month, and stop?

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Or a few weeks, and then stop?

Not possible to go for a longer time, or longevity?

Why do they stop PACEing too early?

How much PACEee disappointed once their Lay Pastors are not doing PACE to them any more? ■

88 Some people whom I don't like in the PACE ministry

What are we gonna do? There are some people, even among the flock family, we don't like, not my style. Not that many, but there are. What do we mean we don't like? Difference between me? Bad life philosophy? Naturally impolite? Non-Christian mindset?..very selfish? So on?

How about us? We are also different from them in some areas. Do we have a good life philosophy? Do we have a pure heart? Always Christian mindset? No blame at all?

As we see, we and they have problems in the light of our own prospects to each other.

Yes, the main issue here in the PACE ministry, both PACEer and PACEee are basically different. We need to accept its reality. That's natural and human beings are.

So, what's gonna happen in this reality? Changing them to be the right person? Possible to change? Might be possible a little bit and some areas, but literally we can't change them.

The best way is, as many experts suggested, accepting them as they are for now. It's not an easy job to accept as they are. Did Jesus do that?

Sometimes we may ask ourselves, if we accept them as they are,

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what's our function? Where is our role as the PACEer to them?
But they need us, PACEer. When and where?

TIP for general:

In the job place, we might have the same situation. What do you do then? To those people whom you don't like? ■

89

The things that we cannot do!

In the PACE ministry, we often encounter something we cannot do by ourselves...not our problem but theirs (our flock family).

That's why many lay pastors are stressed and struggle with these matters. What are we going to do?

Two cautions on them: one is financial and another is physical problems. Actually it is very basic and simple to talk about but it gives us some caution in the PACE ministry.

Their financial problem and also their Physical problem

Far left(1 of 10 in scale)"too strict" to help them.

Far right (10 of 10 in scale): "too soft" to help them.

Both have problems.

One is not helping at all for many reasons.

Another one is helping too much with biblical and human reasons.

I think the middle is the best...but we'd better then help.

But here the issue is that we can't do it. In this case I also refuse that request, explain, and refuse, and explain.

For instance, Dr. Melvin didn't have finance to help others because he spent all of the finance for this ministry, as I have done. Even though he helped John Ogillah, the national director of LPMKenya...Mevin

helped him to study at University. I guess he helped him as much as he can...assuming more than his financial ability...anyway he has done...so Ogillah might work for LPM for the last 20 years.

My case with Melvin is that I still feel sorry about this, of course I didn't have experience of this already, so I made a mistake. ■

90 People looking for PACEing people today

Today's society is interesting and people and organizations are opposite to PACE. People today are looking for, called ISO, in search of...at PACE Training Manual. I will quote his one at the bottom here. Anyway, people today are very egocentric. They think in the light of themselves...not care about others and social norms...

Even in the church, people are confused about the intention and will of God? Bible? Church building? Senior pastor? What and who is the top? Did you hear that trees die from the top.? Peter Drucker pointed it out. We couldn't find an Example to follow on this earth. Secular society is enjoying blaming church today, actually they talk about the senior pastor who has the main problem of today's problem. We are shameful as a Christian.

So we need, look for, actually God is look for more PACEing people today. What's the PACEing? We can define from what the lay pastors have to be.

They should be more honest, more reasonable, more morality especially in the money, not boast of himself, see others in the light their side not our side. It will be hundred of pages the qualifications of lay pastors, I mean PACEing people.

Lets see full script about ISO in the PACE manual of Dr. Melvin directly.

PURPOSE: To Discover or rediscover the qualities God is looking for in lay pastors so they can renew their commitment to those qualities

PREPARATION: Shift through the pages of your newspaper for ads of men in search of (ISO) women and women ISO men. Select two of each which are very specific in the description of themselves and very specific in listening the qualities of the person they are looking for. Clip these and paste or type them onto a form which is provided below. Photocopy the form, one for each person. Provide pencils. (Or, you may prefer to use those already on the form.)

INTRODUCTION: Every newspaper has pages listing men ISO women and women ISO of men. One newspaper runs these ads under the title, Personal Line. God is ISO both men and women to serve him as lay pastors, willingly, eagerly and exemplary (I Peter 5:1-3).

As the one searching, God describes himself to prospective lay pastors (Roman 11:33-36, etc.), and he lists the qualities he is looking for in the prospect (I Peter 1:13-16, etc.).

God sought an Abraham, and Isaiah, a Jonah. Jesus sought his disciples. He cites the fact that the workers are few in proportion to the plentiful harvest, and instructs us to join him in the search by asking the Lord of the harvest to send more workers (Matthew 9:35-38).

Qualities for workers (shepherds/lay pastors), both negative and positive, are given in Ezekiel 34.

ACTION: After the leader (or someone from "outside") gives a

teaching on this divine search, distribute the paper, GOD IN SEARCH OF (ISO) LAY PASTORS.

Have some fun with reading the ads out loud, perhaps including additional ones you have found to be interesting or humorous. Don't be surprised at some spontaneous comments, like the one volunteered by a man attending an equipping seminar: "Do you suppose that woman is still available?"

After this, ask them to take 10 minutes to individually fill in the blanks. Be sure to explain carefully what kind of content is to go in the blanks. they are to take these papers with them (filled in) to their group.

Next, divide into groups of four:

1. Ask them to pool their ideas of what kind of "Person" God is. (6 minutes)
2. As them to pool their ideas of what kind of person God is looking for. Then ask them to tell which qualities they believe they have and/or what qualities they see in others of their group of four (15 minutes)
3. Have them exchange papers. One read God's "ad" from the paper he now holds, making comment about it and asking for other comments. Each take a turn until all four have read and commented. (5 minutes)
4. Each one pray for one another, building the prayer from what has been shared or heard. Note: If when one is prayed for, she is "hands off" for any other prayers, each one will have the benefits of being prayed for. (4 minutes)

Reassemble the total group. Debrief their experiences by asking a few people to read their "ad" and explain. The leader may choose

to comment on some of them or ask the group for comments. Follow this with prayer built from the content of the "ads."

An example of one "ad" written at an equipping seminar: "I am demanding but generous, jealous but loving, judgemental but for giving. Most of all I am loving. I am looking for someone who is not afraid of making a commitment. Looks and age are not important. A loving and caring heart is a necessary. Together we can change and excite the world."

GOD IN SEARCH OF (ISO) LAY PASTORS

The following ads were in a daily newspaper. A spin-off idea from the phenomenon of men advertising for women and women advertising for men is that God "advertises" in the Bible for lay pastors. He discloses his personal qualities, then reveals the qualities of the person he is looking for to join him in caring for his people. Jesus was looking for certain qualities when he was ISO disciples. He continues His search.

MEN

CLEAN-CUT, good looks, All-American Guy. SWM, 33, 59", 175 lbs, athletic, fun-loving, normal, with huge heart and good values. Seeking SF, sweet, cute, trustworthy, under 57", over 21. slim-medium ☎16407	EXCEPTIONALLY attractive, financially/emotionally stable DWM, 6'1", 180 lbs, blond/green, 40s, values humor, outdoors. Gentleman, one of the few left. Seeking SWF, 25-40, with morals, sense of humor. Friendship, possibly more. ☎16337
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Qualities of the man/woman looking for a partner:

(Example: clean-cut, romantic)

WOMEN

SLENDER, green-eyed blonde, affectionate, fun-loving, professional SWF, 5'8", nice figure, romantic dinners, travel, humor, wonderful 7-year-old daughter. ISO kind, tall, fit, financially stable, professional Christian Man, 45-51. ☎16224	SPARKLING eyes, spontaneous smile. SWF, 34, 5'6", 128 lbs, attractive, intelligent, optimistic, dependable. Enjoys outdoor activities. Seeking SWM, 32-42, n/s, who's caring, affectionate, intelligent, reliable, self-assured, genuine, honest and consistent ☎16304
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Qualities of the man/woman being sought:

(Example: sweet, Christian)

The qualities of the One looking for lay pastors — God

MEMORANDUM [1]

The qualities for people God is ISO:

Imagine you are God. In 40 words or less write an ad describing Yourself (God) and the qualities You are looking for in a partner to care for Your people.

91 Faith in the Choice

I have chose the PACE ministry about 20 years ago. It's better to say I met PACE through Melvin's first book. It's also a choice, and also the precious of God-given. The matter is how we have faith in our choice. For me, no options then, just was given me from God.

Many people today are saying "concentration & choice." Good slogan, but the question is, "how much do we have to choose?" Once I met P.A.C.E, there were already many people who had faith in it already in the world, just not only in the States. I was made by pastors & laypeople together. It is the exact ministry description that others don't have.

Many ministries have good philosophy and concepts and biblical as we know, but sadly there is none of the ministry description clearly and memorably...and even they don't persist the description...also nor branding constantly.

The reason is they don't have faith in that description, so no consistency, naturally. The issue is how can we get the "faith of our choice." Only our self-satisfaction? NO.

We need some feedback...

Phenomenon once we used the choice...

Expanding the acceptance of the choice...

Makes people better through our choice... Our inner confidence... ■

92 Easy come easy go

You know what that means. For instance, if we make it easily, we probably waste it easily, which means without earning hardily we tend to keep it in neglect. If we get a degree easily, it is less worthwhile. If we marry easily, we can't get value from our marriage. That's natural for humans from birth. Which means if we want to get something in our hand, we have to pay the price.

So, everything in our life shouldn't be gotten easily. If we get friends too easily, too quickly, we are not as valuable in our friendships. That's true in interpersonal relationships.

If Melvin University made it easy, what's gonna happen? Above all, there will be a lot of mistakes in administration, and less knowledge about what the university is. Also, we won't keep it, think about it, care for it deliberately. If we need to think of Melvin University, we had to pay a huge price to get it, then we will think of it as worthwhile and precious.

We all have experienced that once people come into our organization, some come into hardly and some come in easily. LPM Korea was the same. Easy people come easily and easily, but some come in seriously even though it took many days to decide to come in or not, but those people stay at our organization longer than others, at least they stay with us more than ten years. ■

93 Thieves in Kenya

I received WhatsApp from John Ogillah, the vice chancellor of Melvin University 10 a.m in Korea, which means 4 a.m in Kenya. The news was, "Dear Rev Byeong, thieves came to Melvin tonight. It's still 4am. I received a phone call from Ken one hour ago. I'll go there in the next one hour or so to see what happened." I called this bad news to the Chairman right away.

Melvin University has had those minor experiences several times already, then we did not see it seriously.

They had broken two padlocks of classrooms, and taken out 71 chairs, 11 desks, and two white boards. We bought it a month ago and paid around 1200 dollars.

The main reason is there was no watchman at that night, so thieves knew the empty campus, so they jumped in. But the more fundamental reason was that we didn't pay salary to him, and he didn't come and work at night. Their monthly salaries are being sent from Korea, but this time wasn't sent on time.

I had a little embarrassing experience before. One Sunday I attended at native church, and I was drinking water outside of church, then a little girl snatched the plastic water from my mouth directly. I was so surprised, what happened here. But soon later I found that they are very poor so they never got clean water, so they were always searching to get something for their mouth.

The reason is they are poor, so they steal and sell to make money for living. That's why there are many con men ..., our vice chancellor told me. Anyway, we have decided to buy those chairs, tables, and white board again. ■

It is said that education is a plan which spans a hundred years

That's true, but I didn't know once I began the project of Melvin University. And now, two years later after Inauguration, I really realize the difficulties of having University and understood why University need one century to get its real fruits

One century means three generations should be gone. Mostly saying that one generation is thirty years, so Melvin University takes three generations to be fully operational.

How can we endure three generations? Definitely it is not possible in my lifetime. I am 68 years old. I am the first generation for Melvin University, and will take two more generations to fill up one century. And definitely I couldn't see the full operation of University in my life. I am only starting member. ■

95 Worthwhile Contributions

Everyone in the world knows this word, "worthwhile." It means valuable,

The word "Contribution" is also meaningful, which means giving something, helping others, and so on.

Once we put together, it becomes a worthwhile contribution. That's why we invest ours to value of things in the world.

That is, we need to think of those outside, out there, not inside ourselves. Of course, giving birth to the baby is also worthwhile for their home.

So all worthwhile contributions need to be put in our time, our energies, and even our money, it means there are a lot of sacrifices for ourselves.

The matter is how we handle wrong contributions. Contribution is a good word and concept but some people, including me, are doing something, probably they assume it will be a good contribution, but sometimes if we make fatal mistakes it is not a contribution. So we need to be careful once we think about contributing. ■

96 Pride and Proud

We need pride in what we do, it's a feeling of accomplishment, well done, and that feeling is no problem at all. It gives us Confidence and Self satisfaction.

But once it becomes our Proud, elegance will cause troubles. For instance, proud, boastful, arrogant, etc...

But it's OK that sometimes other people use the word, proud. For instance, "Byeong, we are so proud of you." I have heard several times from LPMI USA members because I am doing good and continually and get some good results visibly. They thought so.

Using those ways is acceptable.

But sometimes people have a Proud, not pride, themselves, so it looks awkward, and people are not accepting what he has done because he had lost his credentials because he opened up a Proud by his mouth. Very be careful of it.

Yes, we are going to mix both, pride and pride. I have done so as well. How can we avoid being proud of ourselves? I think humbleness is the answer. Humble in any circumstances and anytime is no problem and safer than anything else. "Be humble, but be a professional," I remind myself. ■

97 Building the structure



INVERTED PYRAMID

This inverted pyramid is one of my favorite organizational charts on building a Lay Pastors Ministry. It was introduced by Tish Kelley to the Ministry at the First Presbyterian Church in Mt Holly, NJ many years ago. Tish is a member of our Regional Team here in the Northeast.

As you can see from the chart, the Ministry Team not only develops the ministry, it shoulders the ministry. This puts the congregation on top, to be supported and cared for. This particular diagram has three layers. The top layer shows the Lay Pastors and their flock families. As your ministry grows, you are going to need more and more Lay Pastors. Who is going to care for your Lay Pastors? That's where the Shepherds come in. They serve as Lay Pastors to the Lay Pastors. They are available for support and encouragement as well as accountability. We all need to be held accountable and for the Lay Pastors this accountability is built into the structure. ■

-Melvin

98 Problem or difficulty

These two are different: Something in difficulty, but something in problem.

For instance, if we are poor it makes it difficult, but in this case the problem is we can't overcome it. Difficulty, isn't it.

So we need to count what's the problem for now and what's the difficulty.

What I am saying is that mostly people mixed up. If we talk about difficulties this and that, people respond directly, "that's a problem."

Some people tend to always be negative. Always anything and says, oh, that's the problem." Once I told them Melvin University is a little difficult," then they gave me feedback right away, "oh, that's the problem."

Naturally I am opening up how Melvin University goes to the people, and it is not a very heavy topic. By the way, I found that most people listen to it distorted. So we have to be careful whenever we give them any news because they are misunderstanding not what it is exactly. ■

99 Goals and purpose

Goals and purpose: Goals are about progress, purposes are about direction.

We need a goal in daily life because it makes us get up and go forward daily. And also we need purpose because it makes us do right things rightly.

My goal today is to write 5 books. I made a goal myself to write them. I am finding it's not easy to write five different articles every day, but it makes me up: APHORISM, ASPIRE, LEADERSHIP, MEMORANDUM, and ORGANIZATIONAL GROWTH.

Aphorism is written on famous idioms. Aspire is written on Melvin's invaluable sayings. Leadership is written on Peter Drucker's leadership comments. Memorandum is written on what I got daily insight, and Organizational growth is written on our personal development affects Organizational growth.

As you see those items are difficult to write every day, but it makes me work up every day and do something on a daily basis. ■

100 **Give him money or honor, and you'll see**

Someone was saying, if we give people the money or the position, we can understand more than before.

Some don't manage properly once they get a position, designation at an organization. They misuse it such as to be used for power exercises and authority, so people around, and especially his subordinates, are surprised and embarrassed what's going on.

Also, once money was given to them, they misuse and handle the money to his own benefit. So those who got position or money, it kills people such as a knife that is useful if it is used nicely, or it kills people when misused. We all need to be careful once money or position comes to us. We have to keep them nicely and used for people, not harmful to people. ■

101 LPM Korea to Melvin University

Recently I am reviewing LPM Korea in 1999 to Melvin University in 2021, and checking their writing as an Institute and gathering pictures that were taken from 1999. It refreshed my mind, and was joyful to see the hundreds of pictures for the equipping session at local churches, and see the pastor's photos and good memories came to my mind. Due to those workings, today's Melvin University is here.

On the other hand I am now appreciative that they invited me to their church and trained their lay people, and remind me that without them working with me, I can't stay where I am now. I must thank to them.

To see the previous works, and to see the present work, Melvin University, and to see the future of Melvin University is also another invaluable moment and opportunity. ■

Temptation to teach everyone

People, especially those who are intellectual workers, present professors or retired professors.

My principles always: when they want to listen, to learn from me, then speak out.

Most of us want to talk, kind of instruction, to the others. Teachers and professors are teaching in the classroom and it is acceptable because it is a kind of construction between them. So without any contract just like school, we shouldn't be teaching ourselves.

For instance, at family gatherings, some of the relatives are going to teach for their younger siblings, so there were problems that arose at pleasant meetings.

And gathering of old friends, some friends are tending to give instructions to the others, then those friends turn off and never want the person again.

So listening well is definitely necessary but teaching anytime, anywhere is no way at all, and prohibited. ■

103 Destination and destiny

We human beings don't know about destiny, only God knows. But we can decide our destination that's what to do, where to go, what to be.

Religiously, our destiny is decided already, but destination and direction can be changeable and in our choice. Some people have a fixed mindset about what their future will be, so there is no need to try to be better. I think that is wrong. To be or not to be is in God's hand but how to live, choices are in our hand.

Let me think of myself. I was born in a very poor home and most of my brothers and sisters accepted the reality that it couldn't change our situations, dying poor again, and can't do anything.

By the way, my case was different from our brothers and sisters. I got out of my village after middle school. And high school in the city, and theological studies, graduate school, moved to Canada and learned English there, then met Lay Pastors Ministry, and finally established University in Kenya Africa.

To make University in Africa is very tough, but I have done it because I had a difficult experience a lot before, and I am used to coping with it. As you see, we can make our future by ourselves. We can create our future. ■

104 Two patterns of vision

I have thought that there are two approaches to the vision; some start from a huge dream to medium vision, and small reality in the end. Others start from a small dream, to medium vision, and huge reality in the end.

Personally I prefer the latter, begin with small and getting bigger gradually, and finish the huge project, for instance I started with a small office, institute humbly, but completed the huge project at the University.

What happens, in the two patterns. Some of the people had huge dream from the beginning, but soon they realize that's too big to them, and then a little downsize, and also it's another burden to them and then downsize again, and over and over again, finally they shot down.

But some others start from small, and through many trials and errors they are growing and growing more and more, and their pool is getting wider and bigger than even huge projects are possible to their competences.

Of course, there shouldn't be any perfect answer in the process, but what I have learned is that we need to update, to upgrade ourselves first, and then our ability and our project size are workable and match each other. ■

105 Motivation is feeling level

How to motivate people and also how we are motivated. For instance, how did I motivate from Dr. Melvin?

Of course, he gave me a lot of ministry resources in the beginning stage. By the way, as time went by, I got his ministry philosophy into my minds and hearts. It makes me motivated to do this job for my life work. Coming into mind and hearts are the indispensable for committed to do some ministry.

Then I was slowly visualizing goals and dreams for the future. I have decided what to do and how to do it...slowly more dreaming and visualizing as well.

And more deeply feel, gradually, with those visions and dreams in my hearts.

In retrospect, my motivation from Dr. Melvin was definitely feeling level, not just fresh in my head. To deliver knowledge to the other's head is not bad at all, but not only to transmit the knowledge but to motivate their actions, we need to motivate their hearts. ■

106 FBI drama

Nowadays, I enjoy watching TV dramas. Especially at FBI dramas, I found their double jobs: catch the criminals, and care for victims, family, between coworkers.

First time I was surprised that FBI agents were caring for each other. Mostly we think the FBI, CIA, and so on...those people are very tough and fighting, gun shots, so on...very tough jobs. So how can they care for each other in relation not only to their original job but also to members' private lives?

If a member was sick they were saddened together, if the family of an agent had difficulties they all helped and were concerned.

Through looking at those shows, I was thinking that our own ministry is important for our life, but also we need to look around and care for those who are in difficulties. ■

107 **Even lightning doesn't strike the same thing twice.**

Someone who has been exceptionally lucky or unlucky is unlikely to have the same good or bad luck again. Observers reckon he will be very lucky to repeat the performance. Lightning does not strike twice, particularly in big business.

The idea here is that the same misfortune or bad luck will not happen again to the same person. This saying is often shortened, with the same meaning, to: "Lightning never strikes twice." (In reality, it has been proven that lightning often does strike two or more times in the same place.)

This is a definite metaphor of our lives. I can paraphrase that every fortune does not happen automatically. Yes, we shouldn't expect that way. Once in a while, and especially when we are in trouble or difficulty we're expecting something might happen, probably miracles? But it doesn't come to us automatically.

When we are doing some project, we are waiting for something good to happen unexpectedly. But is that possible? Often? As we expected? That's not that I know of. We need to work for that, and should pay the price to get it. And that's more true. ■

108 Encourages but spoil

I have found that some parents praise their children, son and daughter, but eventually those praising for encouragement spoiling them. It's OK if they deserve to get praise, but some of their parents misunderstood, misused it.

For instance, it is good for them, those who are using it nicely. But often some children misused, and are being misused. So it is bad for those who are misused in it.

In a word, it must be used, depending on the individual. Of course, everyone in the world needs encouragement, and praise. What we heard very often, 'Praise makes even a whale dance.' If we adapt this to everyone, to every situation, we make a mistake.

Some of the youngsters are thinking they are ok whatever they have done because their parents accept it without any caution.

Much later the parents regret that they have done mistakes to their children, they should be treated their children honestly, and frankly once they are younger. ■

109 Flower blossom at night

We couldn't see with our eyes how flowers are growing, and they are definitely growing. But we can't see it. Probably, I guess, they are growing at night.

There is meaning to this. Everything we see is not growing and not working as we can see, visibly. Maybe they are growing, changing, upgrading invisibility.

The history of the world is changing and flowing invisibly and moving forward unnoticeably.

Do we need to see everything growing with our eyes, do we need to talk about everything that we do to other people, do they need to know everything that we are doing? Not that I know of.

Probably God is intervening in the history of human beings without notice, and we don't need to see everything in detail about what HE has done. Just accept He is sovereign of every aspect of human beings and world history. ■

110 Foolish lover

I watched a movie on TV, titled Forrest Gump. I couldn't remember the actor but I was familiar with him, and in the movie he was a mentally retarded man.

The movie 'Forrest Gump' was showing the man who loved a wonderful girl, in the end, sadly she left him without taking their son, so the man raised the son by himself. I mean even though he has mental problems but has a loving heart, that's to love a woman.

I had witnessed that those men loved a girl. When I was trained at CPE in Kenya, one was the hospital where the mentally retarded people bounded. By the way, when they met female nurses they ran to them and tried to hug them. That's human beings.

Sometimes we hear that those people are married and live happily, but I guess most of them were not living happily, just like the movie 'Forrest Gump,' normal people left them in the end. That's too bad and sad.

What about today? Normal people and handicapped people living together? And come along together? I have thought of it for a while. ■

111

Four Keyword for success

If we look at the book, *'Earned the life'* the author Marshall Goldsmith writes about four keyword of success: 1. Motivation: The reason you try to succeed. 2. Ability: The level of skill you need to succeed. 3. Understanding: Your knowledge of what to do, and how to do it. 4. Confidence: Our belief that we can succeed.

Let's take a look,

Motivation: it is why we have to succeed. Yes, if we don't have the proper reason for success, no reason to succeed at Melvin University? That's motivation to work hard and keep going.

Ability: it says about our skills to be used for success. Not only motivation but also the ability to do the job.

Understanding. we need to know what to do and also how to do it. This is part of our knowledge. Without this, we can't get the right on the track.

Confidence. it is confidence in ourselves and a positive mindset to be successful.

On top of that, we need help from outside, called *Support*. This is external help we need to succeed. Definitely we need it, and without this we may fail if we have everything from motivation to confidence. ■

from the book, *Earned Life, Chapter 2 (p.35~)* by Marshall Goldsmith

112 Happiness and Meaningful

We are talking about happiness, how to get short-term happiness and long term happiness.

People are saying to feel happy right now is important. Mostly saying, doing something, then will be getting something. Happiness instantly is necessary and also If it goes longer, not only happiness but also should be meaningful. Just happiness now won't go far, just finished in a few minutes.

So more longer happiness? It should be meaningful, worthwhile, and valuable for our life. So happiness and meaning should be our purpose. If we get satisfied, we feel happiness. If we benefit, we feel meaningful.

Short and instant are okay, but should be longer meaningful. Happiness comes from short-term satisfaction, and Meaningful: comes from long-term satisfaction.

What is the best way? For the long run we have to pursue not only happiness but also meaningful things. We have to look for where it is meaningful, what kind of work makes us longer happy and more meaningful. ■

113 How did I succeed?

There are various ideas and suggestions to be successful. For instance: Mark Murphy said HARD-WORKING. Carol Dwick wrote Mindset in the most important Mindset. Angela Duckworth said Passion and perseverance.

All of those ideas, insights and many others were helpful for me. Through those books, my leadership definitely upgraded. But I am thinking about how I will succeed in making University.

First, my goal was clear to do and to complete. As you know, our goal should be clear just like crystal. If not, people sense that I am not confident of what I do. Before seeing, they are sensing first.

Second, passion is my brand. I know I have it. People know that I am working and put all my energy into it.

Third, Compelling and impelling were there. I don't know what and why they were there, but I strongly felt all the way.

Lastly, sponsors were there for completion. Without them, it couldn't be in reality. ■

114 In out robbery

I watch TV sometimes and find interesting information from the criminal drama.

It was FBI, CIA stories and it is saying "in out robbery," which means those criminals who commit crimes but surrender by themselves. For instance, he killed people and then came to the police station and said, "I killed people." In that case, it's called "in out." So there are many cases, In out robbery, in out murderer, in out conman, and so on. In that case, their sentences are getting lessened.

As we know, there is the story of the prodigal son in the Bible. He left with his heritage from the blossom of father. By the way, in the end, he came home and asked for forgiveness from his father. Definitely, father forgave him and held banquets for his coming back.

In our life, there should be some "in out" illustrations. Yes, we have done something that looked alright, looks right but found later we made a mistake. Then why don't we accept we had been doing something wrong, so accepting we were wrong.

Human beings make a mistake because we are fragile creatures, so we need to accept it once we are wrong and misused. ■

The best way to predict the future

Visualization is the first key to a successful future. The best way to predict the future is to see it and then create it by doing it. It was the sculptor Michelangelo, a countryman of da Vinci, who said, "In every block of marble I see a statue as plain as though it stood before me, shaped and perfect in attitude and action. I have only to hew away the rough walls that imprison the lovely apparition to reveal it to the other eyes as mine see it.

Sometimes the marble we chisel as we face hurdles and challenges in our individual lives is malleable, and sometimes it's hard. However difficult, being able to see what is ahead unleashes the ability to persevere and prevail.

A remarkable example of this is the life of a contemporary sculptor, Gary Lee Price. Because of his unique skills and gifts, Gary was commissioned to sculpt the Statue of Responsibility as envisioned by Viktor Frankl, a monument that will one day complement the Statue of Liberty.

The prototype sculpture Gary has created shows two hands firmly gripped together, one reaching from below, the other from above, together symbolizing the responsibility we share with one another. While in Austria to show a model of the statue to Dr. Frankl's family, this gifted artist talked about his own personal journey through the grip of adversity.

Being in Europe, he said, brought back deep personal memories that

were excruciatingly painful and yet warmly reassuring that all great accomplishments start with dreams.

Gary was just six years old when he lived with his mother and stepfather in U.S. military housing in Germany, where his stepfather was stationed. He recalled how his mother first noticed his gift for drawing and encouraged him as a young child to develop that talent. "She would hold my hand and teach me how to make strokes with crayon and pencil," said Gary. "She frequently told me I had a gift. She praised me and assured me that I would create great works of art."

Then one night, hours after he had gone to sleep, Gary awoke in his bed to screaming and shouting. All these years later, he recounted in acrid detail how he ran into the room, just as his stepfather leveled a gun at his mother and squeezed the trigger. He watched his mother's bright eyes close as she died in front of him and then watched in more horror as his stepfather turned the gun on himself. It would be years, Gary acknowledged, before he would be able to successfully move beyond that traumatic experience. But over time, and with maturity, he realized the enduring part of his mother's memory wasn't her tragic death, but the vision she held for him: that he truly had a gift to be a great artist, and he should never, no matter what, stop pursuing that gift.

Becoming acquainted with the life of Viktor Frankl, a man who refused to be defeated by the humiliation of Nazi brutality, only enhanced Gary's appreciation for the importance of accepting life on its terms and finding meaning because of those terms, not in spite of them.

"I wouldn't change my life," he said. "I, like Viktor, am an optimist. There is not one thing I would change in my life or cancel during

those years of tragedy and suffering. Why? Because I like who I have become and what I am blessed with and enjoy on a daily basis. Any pain or past suffering has helped mold and form me into a person who can promote good in the world. Through my awareness as an artist, I create sculpture that lifts and inspires others."

Gary was able to build on his mother's vision for him, and now his artwork is displayed in some of the most prominent locations and prestigious galleries in the world.

Gary demonstrates genuine resilience in his life. "Resilience" is derived from the Latin word "resilire." "Re" means back, and "salire" is to leap.

When we are resilient, we leap back up after getting knocked down. If we are unable to rebound from setbacks and disappointments, we will never be able to visualize our true potential. ■

-From the book, *ASPIRE*

116 Dream and vision

Twelve Foundation blocks that Dr. Melvin developed were important to my ministry. I put it on the wall of my office desk. My experience is to believe, and to be. For instance, author's experience developed 12 successful criteria. It starts from vision, dream.

There is one illustration from Mr. Kevin Hall in the book, *ASPIRE*:

"My friend and business colleague Richard Paul Evans, the New York Times bestselling author, recently took me to lunch and shared a compelling story about the immense power of vision. He recalled his early days as a writer when he and his wife, Keri, and their two children lived in a compact 700-square-foot home. He had just completed his first novel, *The Christmas Box*, and it began selling briskly through word of mouth. Seeing a potential that few first-time authors would have the temerity to envision, he set a goal to have the No. 1 book in America. After establishing that lofty target, he promptly went out and bought five gold bracelets for himself and his supporters, who joined him in his commitment to see his book become the country's top-selling book. The bearers of these gold bracelets vowed to leave them on until that goal was achieved.

He told me of the excitement he felt when he placed the bracelet on his wrist and how it served as a consistent, tangible reminder of the vision he had for his book. It was an emotional connection to his goal. Whenever he would shake hands, or write, or pick up the phone, he reconnected to the purpose at hand.

It was with sheer delight that he related to me the incredible feeling and emotional high that he experienced months later when he was featured in People magazine as the author of the No. 1 book in America. When he was photographed for the feature article, he held his hand out and pushed his gold bracelet as far forward as he could on his wrist so that the other four bearers of the bracelet could see that their shared vision had been realized.

That same scenario was repeated when he appeared as a guest of Katie Couric on the Today show. He looked at the camera and held his hand up next to his face and again pushed that gold bracelet to the edge of his wrist, symbolically affirming that dreams really do come true if you feel them and see them clearly enough.

Fifteen million books and fourteen consecutive New York Times bestsellers later, Richard Paul Evans remains a firm believer in creating vision that moves you forward. He has since founded an international organization, Christmas Box House International, dedicated to preventing child abuse and protecting battered and abandoned children. He continues to manifest the dreams that he holds in his heart and in his mind.

We are the ones who determine our vision. We decide what we want, what we dream about, what we set our sights on. Gandhi saw a free India. It didn't matter that no one else did. He did. We are free to choose our dreams.

There are no limits. Personal prosperity, professional mastery, athletic perfection, family fulfillment, enriching relationships, peace and tranquility, health and wellness, selfless service, leaving a legacy: if we can envision it, we can achieve it." ■

117 Working, Seeing, and Managing

I am finding work from the beginning up to now and for the future as follows in terms of Melvin University: Working hard; Seeing the fruits; and Managing it also lasting it.

In the beginning stage, working hard was the answer. No choice. Just working and keep on going in the direction of making University. Next was Seeing the fruits, but it was not that big in retrospect, anyway some fruits were in place because I have done work hard. Now, management should be there. No escape. Without manage, maintenance, the school couldn't move forward smoothly. So now Managing is the answer for now.

By the way, I am finding continually to manage and maintenance is not easier than to build. We often think making it is done our job, but that was a misunderstanding. ■

118 Grace Talk

I watched TV movie, called Grace Talk. One young boy went into the forest and stayed there for a long time, and came back home. His home is rich and has a lot of land and a castle house. Looks like he is the only son and no mother. Only a rich father was there, and he wanted his son to stay home and marry a girl, and actually he had an engagement with a woman.

By the way, he is still using animal language because he used it for a few decades. By the way, one day he found that his father became rich because of making taxidermy of wild animals. The son was angry and people were going to do taxidermy continually, and finally he got out of the house and went into the forest where he lived for many years.

That's the whole movie story. I have learned human beings want to go back to his own home and to live comfortably, freely. In the movie his home was in the forest not in the city, a rich castle house. And the Tarzan had his loving family in the forest, even he called the gorilla his mom and dad. Because probably those gorillas raised the Tarzan from the child.

Also, I am learning that where is true love? Only physical father and mom? Today, many youngsters are seeking a true family and loving house. That's the responsibility of adult parents. ■

119 Dead tree and dying tree

We can make it alive from the dying tree, but it is not easy to recover if we are already dead. We know the Sigma Curve: Start. Grow. Peak. Downhill. Just after peak, we feel something to get lesson. Slowly downhill. Once we are sensing, we begin to be afraid. Before they totally die, we are striving to recover.

While the tree is dying, we have to do something for it before touching the down bottom. Then we have done another curve, something to change our direction. Calling to change. We need to change leadership. We may talk to inner people who are involved in the organization, in the ministry.

We need some ideas that Dr. William Bridges suggests in his book, *Managing Transitions: Letting go of the old ways and the old identity people had*. This first phase of transition is an ending, and the time when we need to help people to deal with their losses.

Going through an in-between time when the old one is gone but the new isn't fully operational. We call this time the "neutral zone": it's when the critical psychological realignments and repatternings take place.

Coming out of the transition and making a new beginning. This is when people develop new identity, experience new energy, and discover the new sense of purpose that makes the change begin to work.

Because transition is a process by which people unplug from an old world and plug into a new world, we can say that transition starts with an ending and finishes with a beginning. ■

120 Harnessing Adversity

Bad things happen to all of us at one time or another. Anyone who has senses, who breathes, touches, feels, smells, tastes, has had to endure something difficult, something trying, something so awful that it seems to have the ability to snuff out life itself. As we walk our path and seek to fulfill our purpose, we will inevitably have disappointments that knock us down.

In his pioneering work on adversity and resilience, *Adversity Quotient: Turning Obstacles into Opportunities*, Dr. Paul Stoltz suggests we can do one of two things when adversity crosses our path. We can view our life as if we are in a pit, as if the rug has been pulled out from underneath, and we're in this deep hole we can't quite get out of. Or we can maintain clear vision of what our life is about, know what our purpose is, and harness that adversity to launch us onto higher ground.

If we have a strong and clear enough picture, if we don't merely see with our eyes, but feel with our hearts and reason in our minds, we can and will overcome anything. ■

From the book, *ASPIRE*

121 Decision when you're hungry

I once saw a Kungfu movie on TV, and one of my students tried to decide in a hurry. The teacher advised, "Don't decide anything when you're hungry." So I was wondering what it meant. I looked it up on the Internet and found the following articles.

Why do you lose money when you're hungry? When you're hungry, it's better not to make 'decisions'. Studies have shown that when you are hungry, you should not make important decisions due to strong impulses. In other words, when you're hungry, you'd better put off making important decisions. Studies have shown that the higher the level of the "Ghrelin" hormone that makes you feel hungry, the stronger your impulsivity becomes, and you want immediate compensation.

Ghrelin is a hormone that usually sends hunger signals to the brain that it needs to eat, and controls the brain's pathway that controls the compensation process. Blood Ghrelin levels fluctuate throughout the day depending on food intake and individual metabolism.

The research team of Professor Franziska Plessow of Harvard Medical School surveyed 84 women aged 10 to 22 (50 low-weight eating disorders and 34 healthy people). The research team had them fast in advance and provided meals, and measured the level of Ghrelin in the blood before and after the meal. And the research team asked the subjects to choose whether they would receive \$20 immediately (immediate compensation) after finishing their meal or \$80 two weeks later (late but larger compensation). As a result of the survey, it was found that women with higher levels of Ghrelin in the blood were

more likely to choose immediate but less monetary compensation.

"The more hungry people are, the more impulsive they are to make choices," Professor Plessow said.

After all, it would be wise to put off making decisions when in a hurry. Or I think there is a high probability of making a mistake. ■

122 The past, present, and the future of Lay Pastors Ministry

I made a picture book of LPM, called Lay Pastors Ministry with Pictures, 1974-2024 (50 years). It was a 96 pages book with hundreds of pictures which is from the beginning of this ministry up to now, LPMI USA to Melvin University. I sent this picture book to many people. One of them in the Bahamas responded, "Wonderful memories." I thought for a moment about what they said. MEMORIES.

Yes, the picture book gave us good memories of what we have done in the last 20 years, 30 years... so on.

If so, what it is. I thought for a moment. What it is for the past, for the present, and for the future. Let's take a look more deeply to discover for the forthcoming.

First, the past: wonderful memories. Yes, good memories. That's it. Yes, good memories are okay for our life, but if we remember and remember the past, what is it? Just feeling happy, joyous, especially our case? If we only enjoy the past, that's meaningless. Look at our families, our siblings, and children, even our spouse, yes there were once upon a time, but no more with us. That's it.

Second, the present: sense of satisfaction. Maybe we feel satisfaction in what we have accomplished. It's okay to get those in mind because we have worked hard over the last decades. The present lies between the past and the future. There is definitely a future because we are still alive on this earth, so we can't forget from now to the future.

Third, there is the future in front of us. That's true. Everything lies in front of the future. For me, it's here already, even though I live now and today. That's more meaningful for us. What we are going to do in the near future, more frankly. So the future is another challenge.

More challenging than before because we have climbed to the peak of the mountain. We are looking around, and sadly only walking down to the bottom. Looks no more challenging. That's another struggle that we have to cope with from now on. ■

123 Least Resistance

I have read the book, "The path of least resistance" that the author is Robert Fritz.

You know already what that means. Recently I found another book with a similar title but focused on the Artists. I read Preface and chapter 1 and found that he still uses the path of least resistance.

The main theme is that once we choose the one primary job in our life, there will be the least resistance. And he used the metaphor Rock chair vs Car in another book. That metaphor caught my attention.

It is still useful for me and for people who focused we live just living in a rock chair or car. He meant the rock chair style is just going and backward, swinging our daily life routine.

But the car starts here to go there, not forward and backward. How is our life? Sometimes we do this, just like rock chair, called oscillations in the first book, and it's okay for a few days or so but if it is going for a few weeks or few months that's a problem which means we waste times and kill our mind and spirit. So we have to wake up and get a handle firmly and drive to the proposed spot. ■

124 Being Sent

We are here on this earth, because we are sent forth doing something good.

Are you being sent forth to do it? What is it? Still keep on going for that? If so you are okay, but if not need to think of it again seriously. Why? Because we still exist for that mission.

We are not here for our own happiness, if so, no need to think of its others. If we are here for our own family, that's also limited. How can we find our mission to complete this earth?

Definitely we are here for third people, third institutions, third nonprofit organizations because we cannot only work for money. ■

125 Designation to me

I had a few designations in my life. Especially, two are especially memorable. The one is Certificate of LPM Director of Korea from Dr. Melvin Steinbron. Once I decided to do LPM Korea in 1999, Dr. Melvin sent me the plaque of Appointment for national director of LPM Korea, and wrote the date July 1, 1999. So still we say LPM Korea began on July 1, 1999.

Since I got the designation of LPM Korea, I have done my job. So Dr. Melvin was satisfied with what I had been doing.

The second designation was to get a Certificate of President at Melvin University. It is also important to my life and through this designation I have grown up a lot. I am continually finding through this position I have learned a lot in many ways, and especially in leadership I have studied and learned a lot. President of the university is totally different from the professors themselves. Professors are mainly teaching, but president should be oversight as well.

So in some sense, designation makes us grow. Some people are not using their designation properly, but it depends on how we use it, whether helpful or useless. ■

126 About PEAK Learning

I looked at one website called PEAK Learning and was interested in its content. PEAK here means top of the mountain. So it says there are climbers, quitter, and reach to the peak of mountain. So they put the name PEAK learning, which means to learn how to the peak of the mountain.

And they use the Adversity Quotient (AQ). They are saying the IQ, and EQ time's gone, and now we need AQ which is saying how to cope with adversity in front of us. And they developed a ladder diagram that shows generally starting, climbing, quitting, and reaching to the peak of the mountain. And they show it depends on our AQ whether to reach or not. The subtitle of the ladder they developed was "Turning Obstacles into Opportunities." There are three types of people one encounters on a mountain. There are: quitters, campers, and climbers. Also, they use Low AQ, Moderate AQ, and High AQ.

It reminds me of the book Grit that focuses on perseverance. This says about the entrance of West Point, and many cadets quit in a few weeks. Only those who have strong Grit, Perseverance could pass and graduate in 4 years.

AQ and Grit and Perseverance are all the same concepts here. The matter is how to be reached completely. ■

127 After someone close to them has died

Research shows that people are more likely to make a major life change after someone close to them has died.

Yeah, that's true. I have noticed at church funerals that the funeral family left were so sad and through the funeral service by the church pastor they decided to do something differently than the previous. Some non-believers become Christian through the process.

Some families decide to be nicer people than before, but on the other hand Some people become worse than before.

Anyway, the funeral itself is meaningful to all of the families, relatives, even siblings.

Of course, I had a few funerals in my family, but mostly it happened while I was away, Canada and other countries, so personally I missed that and got that news a few weeks later. ■

128 Different locations

We had this experience that we were good sometimes at one place but weren't good at other places, even the same thing. I will tell you one illustration about my colleague Dr. Kaping.

He has many good things personally and also professionally. He had good character, humility, politeness, honesty, and more. Professionally he had PhD in Archeology and studied research at many universities and even Cambridge University in U.K.

But he was not fit in Korea, and had a lot of hardship while he stayed in Korea. By the way, he tried to move to the States with family. And fortunately he was invited to a small Korean immigration church in the States, and I am finding his competence is wonderfully matching to the surroundings.

He speaks English very well, especially grammatically, almost super, so people there are very satisfied with his abilities and talents.

He was not a match for Korea but really fit American life. Sometimes we are good at it but not good at it, and vice versa. ■

129 Using smart-phone

People get information, news from their smart-phones, and I am watching the news as well.

But I am using my smart-phone to write books there. I have written many books, and recently I am typing a book on the smart-phone right away. Because we are keeping smart-phones in our hands, except for sleeping times.

I used to do it many years ago. By the way, several weeks ago one of my pastor colleagues told me that his senior pastor wrote many books on his smart-phone. I was surprised and smiled inside because I have been doing it already. Actually, he didn't know that I was doing it.

Anyway I got confidence again that what I am doing now is correct and the best way for now. My style is that writing a book on the smart-phone is enjoyable and writing it in the subway is the best place. At home, it can't be. So write on the smart-phone and send it to my email, then open up at home once I come back to home and look at, read it, add some more, modify it. ■

130 Motivate Yourself

Just *thinking* about starting and finishing an important task motivates you and helps you overcome procrastination. The fact is, the time required to complete an important job is often the same as the time required to do an unimportant job. The difference is that you get a tremendous feeling of pride and satisfaction from completing something valuable and significant. However, when you complete a low-value task using the same amount of time and energy, you get little or no satisfaction.

Time management is really *life* management, personal management. It is really taking control of the sequence of events. Time management is taking control over what you do next. And you are always free to choose the task that you will do next. Your ability to choose between the important and the unimportant is the key determinant of your success in life and work.

Effective, productive people discipline themselves to start on the most important task that is before them. They force themselves to eat that frog, whatever it is. As a result, they accomplish vastly more than the average person and are much happier as a result. This should be your way of working as well.

Consider the Consequences

The mark of the superior thinker is his or her ability to accurately predict the consequences of doing or not doing something. The potential consequences of any task or activity are the key determinants of how important a task really is to you and to your company. This way of evaluating the significance of a task is how you determine what your next frog really is.

Dr. Edward Banfield of Harvard University, after more than fifty years of research, concluded that a "long time perspective" is the most accurate single predictor of upward social and economic mobility in America. A long time perspective turns out to be more important than family background, education, race, intelligence, connections, or virtually any other single factor in determining your success in life and at work.

Your attitude toward time, your "time horizon," has an enormous impact on your behavior and your choices. People who take a long-term view of their lives and careers always seem to make much better decisions about their time and activities than people who give very little thought to the future.

Successful people have a clear *future orientation*. They think five, ten, and twenty years out into the future. They analyze their choices and behaviors in the present to make sure that what they are doing today is consistent with the long-term future that they desire. ■

141 **Obey the Law of Forced Efficiency**

The Law of Forced Efficiency says, "There is never enough time to do everything, but there is always enough time to do the most important thing."

Put another way, you cannot eat every tadpole and frog in the pond, but you can eat the biggest and ugliest one, and that will be enough, at least for the time being.

When you're running out of time and know that the consequences of not completing a key task or project can be really serious, you always seem to find the time to get it done, often at the very last minute. You start early, you stay late, and you drive yourself to complete the job rather than face the unpleasantness that would follow if you didn't complete it within the time limit.

The average person in business today, especially a manager in the age of cutbacks, is working at 110 to 130 percent of capacity. And the jobs and responsibilities just keep piling up. We all have stacks of reading material we still have to go through. Many people have hundreds of hours of reading and projects backlogged at home and at the office.

What this means is that you will never be caught up. Get that wishful idea out of your mind. All you can hope for is to be on top of your most important responsibilities. The others will just have to wait. ■

142 Develop a Positive Mental Attitude

In Martin Seligman's twenty-two-year study at the University of Pennsylvania, summarized in his book *Learned Optimism*, he determined that optimism is the most important quality you can develop for personal and professional success and happiness. Optimistic people seem to be more effective in almost every area of life.

It turns out that optimists have four special behaviors, all learned through practice and repetition.

First, optimists *look for the good* in every situation. No matter what goes wrong, they always look for something good or beneficial. And not surprisingly, they always seem to find it.

Second, optimists always *seek the valuable lesson in every setback or difficulty*. They believe that "difficulties come not to obstruct but to instruct." They believe that each setback or obstacle contains a valuable lesson they can learn and grow from, and they are determined to find it.

Third, optimists always *look for the solution to every problem*. Instead of blaming or complaining when things go wrong, they become action oriented. They ask questions like "What's the solution? What can we do now? What's the next step?"

Fourth, *optimists think and talk continually about their goals*. They think about what they want and how to get it. They think and talk

about the future and where they are going rather than the past and where they came from. They are always looking forward rather than backward. When you continually visualize your goals and ideals and talk to yourself in a positive way, you feel more focused and energized. You feel more confident and creative. You experience a greater sense of control and personal power. And the more positive and motivated you feel, the more eager you will be to get started and the more determined you will be to keep going.■

143 The Truth about Frogs

It has been said that if the first thing you do each morning is to eat a live frog, you can go through the day with the satisfaction of knowing that that is probably the worst thing that is going to happen to you all day long.

Your “frog” is your biggest, most important task, the one you are most likely to procrastinate on if you don’t do something about it. It is also the one task that can have the greatest positive impact on your life and results at the moment. The first rule of frog eating is this: If you have to eat two frogs, eat the ugliest one first.

This is another way of saying that if you have two important tasks before you, start with the biggest, hardest, and most important task first. Discipline yourself to begin immediately and then to persist until the task is complete before you go on to something else. Think of this as a test. Treat it like a personal challenge. Resist the temptation to start with the easier task. Continually remind yourself that one of the most important decisions you make each day is what you will do immediately and what you will do later, if you do it at all. The second rule of frog eating is this: If you have to eat a live frog at all, it doesn’t pay to sit and look at it for very long.

The key to reaching high levels of performance and productivity is to develop the lifelong habit of tackling your major task first thing each morning. You must develop the routine of “eating your frog” before you do anything else and without taking too much time to think about it. ■

To illustrate the power of intention

To illustrate the power of intention, here are four lines of a simple story:

A woman is lying in bed.

A man comes in the room wearing a mask.

The man cuts the woman's chest with a knife.

The woman dies.

Reread the four lines and make sure you've got the story before reading further.

Now let me ask you a simple question. What color was the man's mask? When I have asked this in a roomful of people, I've usually gotten two answers. Do you have yours?

The two colors I most often get are white (sometimes light blue) and black. The color matters because it points to something deeper—intention. Consider the man wearing a white mask. Who is he and what is he trying to achieve? Or if you thought of a black mask, who is he and what is he trying to achieve?

Now we have two men. One wearing a white mask, another wearing a black one. I say two because, though their actions might be the same, they are different people, and what separates them is not only the color of the mask, but also their intent. The white-masked man is a doctor who is attempting open-heart surgery, and in this case the patient dies. The blackmasked man could be a "Jack the Ripper" whose intention is to kill. For both men, the actions are the same:

entering the room and inserting a blade into a woman's chest. One wants life for the woman, the other wants death.

Same action, different intent. Different worlds. The world we want to create gives birth to our intent. In this story, the man's intent presented a limited number of options for why he would be in that room. The doctor was doing everything in his power to create life, and the murderer was doing everything he could to end it. What is interesting is that if the original story had included the words "doctor" or "murderer," you would have made some instant assumptions about the intent of the man. We know that a doctor's intent is to help (unless they are mentally disturbed) and that a murderer's intent is to kill. How do the "tools" in your life help you achieve what you are aiming for? How might your intent be influencing what you see around you as possible? Your situation might not be as extreme as the example above—or it might be. Regardless, your intent is the key to unlocking your potential for asking powerful questions. *The phrase "unlocking potential" became clear to me one evening.* ■

145 Apply the 80/20 Rule to Everything

The 80/20 Rule is one of the most helpful of all concepts of time and life management. It is also called the "Pareto Principle" after the Italian economist Vilfredo Pareto, who first wrote about it in 1895. Pareto noticed that people in his society seemed to divide naturally into what he called the "vital few," the top 20 percent in terms of money and influence, and the "trivial many," the bottom 80 percent.

He later discovered that virtually all economic activity was subject to this principle as well. For example, this principle says that 20 percent of your activities will account for 80 percent of your results, 20 percent of your customers will account for 80 percent of your sales, 20 percent of your products or services will account for 80 percent of your profits, 20 percent of your tasks will account for 80 percent of the value of what you do, and so on. This means that if you have a list of ten items to do, two of those items will turn out to be worth much more than the other eight items put together.

Focus on Activities, Not Accomplishments. You often see people who appear to be busy all day long but seem to accomplish very little. This is almost always because they are busy working on tasks that are of low value while they are procrastinating on the one or two activities that, if they completed them quickly and well, could make a real difference to their companies and to their careers.

The most valuable tasks you can do each day are often the hardest and most complex. But the payoff and rewards for completing these

tasks efficiently can be tremendous. For this reason, you must adamantly refuse to work on tasks in the bottom 80 percent while you still have tasks in the top 20 percent left to be done.

Before you begin work, always ask yourself, "Is this task in the top 20 percent of my activities or in the bottom 80 percent?"

Rule: Resist the temptation to clear up small things first. Remember, whatever you choose to do over and over eventually becomes a habit that is hard to break. If you choose to start your day working on low-value tasks, you will soon develop the habit of always starting and working on low-value tasks. This is not the kind of habit you want to develop or keep. Low-value tasks are like rabbits; they multiply continually. You never get caught up.

The hardest part of any important task is getting started on it in the first place. Once you actually begin work on a valuable task, you will be naturally motivated to continue. A part of your mind loves to be busy working on significant tasks that can really make a difference. Your job is to feed this part of your mind continually.

Motivate Yourself. Just *thinking* about starting and finishing an important task motivates you and helps you overcome procrastination. The fact is, the time required to complete an important job is often the same as the time required to do an unimportant job. The difference is that you get a tremendous feeling of pride and satisfaction from completing something valuable and significant.

However, when you complete a low-value task using the same amount of time and energy, you get little or no satisfaction.

Time management is really *life* management, personal management. It

is really taking control of the sequence of events. Time management is taking control over what you do next. And you are always free to choose the task that you will do next. Your ability to choose between the important and the unimportant is the key determinant of your success in life and work.

Effective, productive people discipline themselves to start on the most important task that is before them. They force themselves to eat that frog, whatever it is. As a result, they accomplish vastly more than the average person and are much happier as a result. This should be your way of working as well. ■

Consider the Consequences

The mark of the superior thinker is his or her ability to accurately predict the consequences of doing or not doing something. The potential consequences of any task or activity are the key determinants of how important a task really is to you and to your company. This way of evaluating the significance of a task is how you determine what your next frog really is.

Dr. Edward Banfield of Harvard University, after more than fifty years of research, concluded that a "long time perspective" is the most accurate single predictor of upward social and economic mobility in America. A long time perspective turns out to be more important than family background, education, race, intelligence, connections, or virtually any other single factor in determining your success in life and at work.

Your attitude toward time, your "time horizon," has an enormous impact on your behavior and your choices. People who take a long-term view of their lives and careers always seem to make much better decisions about their time and activities than people who give very little thought to the future.

Successful people have a clear *future orientation*. They think five, ten, and twenty years out into the future. They analyze their choices and behaviors in the present to make sure that what they are doing today is consistent with the long-term future that they desire.■

Obey the Law of Forced Efficiency

The Law of Forced Efficiency says, "There is never enough time to do everything, but there is always enough time to do the most important thing."

Put another way, you cannot eat every tadpole and frog in the pond, but you can eat the biggest and ugliest one, and that will be enough, at least for the time being.

When you're running out of time and know that the consequences of not completing a key task or project can be really serious, you always seem to find the time to get it done, often at the very last minute. You start early, you stay late, and you drive yourself to complete the job rather than face the unpleasantness that would follow if you didn't complete it within the time limit.

The average person in business today, especially a manager in the age of cutbacks, is working at 110 to 130 percent of capacity. And the jobs and responsibilities just keep piling up. We all have stacks of reading material we still have to go through. Many people have hundreds of hours of reading and projects backlogged at home and at the office.

What this means is that you will never be caught up. Get that wishful idea out of your mind. All you can hope for is to be on top of your most important responsibilities. The others will just have to wait.

148 Good and evil

After the second world war, scientists were driven to understand the insanity of the Holocaust. Citizens of Germany had committed immoral acts, torture and murder, against millions of human beings.

How could *normal* people behave so atrociously? In 1960, Stanley Milgram at Yale University was one of the researchers who wanted to understand how such a horror could ever happen. imagine. You've volunteered to be a subject in a scientific experiment. You've read an ad in the local newspaper that a professor at Yale University is conducting an experiment and needs subjects. The experiment has to do with learning and memory.

You'll be compensated \$4.50 for an hour of participation. In 1960, \$4.50 had much more value than it does today. You're a high school teacher just out of college. You have an interest in psychology so you decide to sign up.

You're scheduled to participate in the experiment on a Saturday morning. You have a little trouble finding the laboratory on the campus of Yale, but you make it on time. You meet with a professor of psychology, Dr. Milgram, who is wearing a gray laboratory coat. Dr. Milgram introduces you to Mr. McCourt, another subject who has also volunteered. Mr. McCourt is softspoken and has an Irish accent. With a lively smile, he gives you a firm handshake. It is only later, after the experiment is finished, that you will be told that Mr. McCourt is actually an accomplice, a professional actor, someone trained for the primary traps part. But at the time, you don't know this. You think he

is another volunteer like yourself. You meet in a waiting room around a rosewood reception desk.

Dr. Milgram begins by stating that psychology still lacks a comprehensive understanding of how punishment influences learning. Psychologists have conducted numerous experiments with animals to explore the relationship between punishment and learning but there have been very few experiments that have used human subjects. You ask Dr. Milgram what he means by punishment. The ad in the paper said nothing about punishment. He replies by saying, "We'll get to that a little later." Dr. Milgram holds out a hat with two folded pieces of paper inside. "I'd like you each to pick a slip of paper to decide which one of you will play the teacher role and who will play the student role."

You don't find out until after the experiment is over that both pieces of paper have written on them the word "Teacher." Mr. McCourt will always play the role of the student. Mr. McCourt and you are then led into an adjoining room, and Mr. McCourt is asked to sit in an "electric chair apparatus." Dr. Milgram straps Mr. McCourt to the arms of the chair and attaches an electrode to his right wrist. "It's important," Dr. Milgram explains, "that his arms are immobile during shock so he won't disconnect this electrode. I'm applying some electrode paste to avoid blisters and burns. This electrode is connected to a shock generator. I'll show you the generator shortly." You notice that Mr. McCourt's face is taut and he's blinking rapidly.

He looks up at Dr. Milgram. "This isn't dangerous is it? I mean, I have a heart problem." Dr. Milgram shakes his head. "Although the shocks can be extremely painful, they cause no permanent tissue damage."

You're then led to the adjoining room and take a seat in front of

the shock generator. The generator has an instrument panel with thirty switches in a line from left to right. Directly above every switch is engraved a voltage level. Levels are printed in ascending order. The lowest level is 15 volts and the highest is 450 volts. There are also word labels above the numbers ranging from "Slight Shock" all the way to "Danger: Severe Shock." You have no visual contact with Mr. McCourt.

You communicate via intercom. At this point, Dr. Milgram attaches an electrode to your wrist, "I'd like you to experience a shock of 45 volts so you can get an idea of what it's like for the student." You sit back in your chair and Dr. Milgram presses the third lever on the instrument panel. You jump forward with a yelp! You had no idea 45 volts was that painful. You make light of it by saying, "I'm sure glad I'm the teacher."

Dr. Milgram then instructs you on how to give the memory test and tells you to shock Mr. McCourt if he expresses a wrong answer. You're also instructed that with each successive error, you are to increase the voltage to the next level. You begin the memory test by reading into the intercom a list of words paired together. You later recite one of the words in each pair, and

Mr. McCourt's task is to recall the other word in the original pair. At the beginning of the experiment, things go well. But as the memory test continues Mr. McCourt begins to make more and more errors. You have to increase the level of shock substantially.

At 75 volts, you hear Mr. McCourt groan loudly over the intercom. At 120 volts, Mr. McCourt shouts that the shocks are very painful. When you administer a shock of 150 volts, he shouts, "Stop! Release me! I refuse to continue!"

At this point you take a deep breath and push your chair away from the generator. You rub your hands together and notice that your palms are sweaty. You begin to rapidly jiggle your left leg. You turn to Dr. Milgram and say "I don't like this, I'm not sure I want to go on. I'll hurt his heart!"

Dr. Milgram looks straight into your eyes and says, "It's absolutely essential that you continue. You have no other choice, you must go on." And what do you do? You continue to be obedient. You continue to shock Mr. McCourt all the way to 450 volts, all the way to "Danger: Severe Shock."

Of course, during the experiment subjects actually think they're shocking Mr. McCourt and don't realize that he's only acting. This experiment was repeated over a hundred times. *Sixty-five percent of the subjects who participated continued to administer shocks up to the highest level.* Stanley Milgram concluded that obedience is an "impulse overriding training in ethics, sympathy, and moral conduct."

Out of all the subjects who participated in Milgram's experiment, there was only one subject who upon hearing what his task was as the teacher refused to play his role and walked out before the experiment started. Who was the subject?—a Holocaust survivor.■

149 Rats experiment

Several years ago, at Harvard University, Dr. Robert Rosenthal conducted an intriguing series of experiments involving three groups of students and three groups of rats.

He informed the first group of students, "You're in luck. You are going to be working with genius rats. These rats have been bred for intelligence and are extremely bright. They will get to the end of the maze in nothing flat, and eat lots of cheese, so buy plenty.

The second group was told, "Your rats are just average, not too bright, not too dumb, just a bunch of average rats. They will eventually get to the end of the maze, and eat some cheese, but don't expect too much from them. They're "average" in ability and intelligence, so their performance will be average.

He told the third group of students, "These rats are really bad. If they find the end of the maze, it will be by accident and not design. They are really idiots, so naturally they will be low in performance. I'm not certain you should even buy any cheese.

Just paint a sign at the end of the maze that says cheese." For the next six weeks, the students conducted experiments under exacting scientific conditions. The genius rats performed like geniuses. They reaches the end of the maze in short order. The average rats - well, what do you expect from a bunch of average rats? They made it to the end but they didn't set any 110 speed records in the process. The idiot rats, oh brother, were they ever sad. They had real difficulty and

when one did find the end of the maze it was obviously an accident and not a "plan."

Here's the interesting thing. There were no genius rats or idiot rats. They were all average rats out of the same litter. The difference in performance was the direct result of the difference in the attitude of the students conducting the series of experiments.

In short, the students treated the rats "differently" because they saw them "differently" and different treatment brings on different results. The students didn't know rat language but rats have attitudes, and attitude is a universal language.■

150 Six Steps and you're there

I'm convinced the "good" things I've described are available to *you*, but I'm even more convinced that if you really want the things we've listed you must take six specific steps to get them. It's critical that you understand this because just as a baseball player will be "out" if he doesn't touch all the bases, so will you be "out" if you skip any of the steps.

My good friend, and outstanding motivational sales technician, Dick Gardner, calls these steps "gradients" and uses these examples to emphasize the point: The boy who is introduced to a young *lady* and immediately tries to kiss her will lose any chance for serious consideration as a suitor. The student who attempts to move directly from simple arithmetic to geometry will face a hopelessly impossible situation. The salesman who introduces himself to the prospect and immediately starts trying to "write an order" will miss the sale and create ill will in the process.

The suitor, the student, and the salesman would *all* have skipped too many steps or gradients and would have failed. Each of them would have had infinitely better chances at success had they taken all the steps. Now obviously some people can take the steps faster than others, but if you take *all* the steps you will be far more certain to get the things you really want.

Next to your stairway to the top is an elevator to the top. As you can see, the elevator has an out of order sign on it. From where I stand, the elevator to the top is, has been, and always will be "out of order."

In order to get to the top, according to sales executive John Hammond - you'll have to take the stairs – and you'll have to take them one at a time. Fortunately, they are directly in front of you so you know where they are, what they are and exactly how many stairs you must climb before you reach the top.

As you start on your stairway to the top, your first step will be the development of a healthy self-image. The second step is the recognition of the worth and ability of other people as well as the necessity of effectively living and working with them. The third step is a strong goal orientation. You need a plan to build a house. To build a life, it is even more important to have a plan or goal. The fourth and fifth steps are that you must have the "right" mental attitude and be willing to work.

Within the pages of *See You At The Top*, you will learn that you really "enjoy" a price rather than "pay" a price. I say this because the price of success is much lower than the price of failure. This is obvious when you compare the failures in life to the successes in life. Don't be misled however, because you do have to work, but the difference between work being a drudgery or a joy is an adjustment in your thinking. The sixth step is that you must also have a burning desire to excel. You must have lots of "want to" - and, you must live in a free enterprise system so you can control your own destiny.■

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