



WEEKLY COLUMN in TORONTO
CANADA

Melvin University with Me



Characteristics of Short term project

I have done long-term "MINISTRY" (15 years for Lay Pastors Ministry in Korea and others) and short-term "PROJECT" (15 months for trying to make University). What is different from these two characteristics? As a keyword, the short-term project was "Sense of Urgency". The long-term ministry was "Long-term Leadership". I will talk here about the completion of the "Short-term Project" through my experience that you might already know. I hope this is helpful for your ministry and for the near future.

Short-term projects should literally be completed in a short period of time. Therefore, you should be quick to decide and not think for too long. Motivation to mobilize people should also be strongly communicated in the short term. A short-term project definitely needs external compelling force. It is the role of a leader to create an internal automatic and spontaneous motivation ("impelling, willingness, I wish to do"). That is why all energy must be mobilized. There's no room for sidetracks. Even a small amount of energy cannot be wasted on unnecessary conflicts, competition, and unproductive things.

It is sometimes too much to do so, we can't care about anything else, so we have no choice but to neglect our family sometimes. We can't ever accomplish a given task with everything. In my experience, we must be crazy about the ministry we are given. According to the book "Built to Last," written by Professor James Collins of Stanford University, successful organizations, companies, and individuals are completely crazy about a given task. It used the expression cults-like. If we look at those cult groups, we're going to think that they're crazy. As it seems, to succeed in anything, we have to be completely all-in and crazy.

The success of short-term projects requires great concentration, high level of leadership, and simple management, and it must be clear when it ends. When

we invest energy from concentration, people think, and they want to know the time of when to finish. Our leadership, our energy is exhausted, but also the energy of the people we work with is also poured out in a short period of time. Longer and unlimited time investment is actually too much. So from my experience, short-term projects shouldn't last more than two years. The best thing is between a year or/and a year and half. It doesn't seem wise to cross the year twice. If you say short-term projects after Christmas twice, you can't give trust to the people and there is a high probability that it will end in failure.

Let's take a look how the Melvin University established as an illustration: Melvin University in Kenya was established in 15 months. I think there are many readers who can't believe it. However, this is true. It is not wrong to say that Melvin University was established in 15 months because in May 9, 2020 Ogillah and I talk first "let's make the University," and eventually the Opening Ceremony was held on August 14, 2021. This is true and was followed.

On May 9, 2020 (I remember the exact date), Pastor Ogilla, National Director of the Lay Pastors Ministry institute in Kenya, received the English materials what I sent him (pdf file) and said to me, "This will make it possible to make university." I answered "...probably in 10 years.?" Then he immediately replied, "Five years is enough." Actually I didn't have any other ideas, so I said, "Then it's hard for you alone, so make a team and get together."

So Pastor Ogilla collected several people and they gathered every day to proceed with the goal of [establishing a university]. At that time, I suggested not to involve too many pastors, but to gather pure laypeople and start, and a Steering Committee was formed with truly pure lay believers. Later, I came to Kenya at the ground-breaking ceremony, they were too naive people gathered as steering committee. There were no people who graduated from college, and almost only elementary school was the mainstream of about 10 people.

But I didn't care about that. It wasn't whether they had skills or not, but whether they studied a lot or not, but whether I really wanted to establish a university was my key. However, seeing them gather from the beginning, they literally gathered with only that passion. Their goal was the Gound-Beaking ceremony. As I had never done anything about architecture, I began to focus

only on it, thinking, "Should I dig the ground?" So, we have to decide on the deadline as we proceed, so we decided on December 4th and Saturday.

As a result, Pastor Ogila's friend Jacob(now director of Administration in Melvin) joined around October because of his good administrative power and began preparing documents for the establishment of a university. The land was already 6 hectares that Pastor Ogila inherited from his father, so there was no difficulty. I remember sending about 200 U.S dollars a month for drinking beverages and refreshments every time they gathered, and sending about 300 U.S dollars for months because it took months to make the establishment documents to be submitted to the Ministry of Education. At least it cost only 2-3,000 U.S dollars.

Anyway, the ground-breaking ceremony is ready. So I went to Kenya from Korea. It was my first time to establish a university, my first time to build architecture, and my first time to visit Africa. However, I learned something in my own way, so I started and proceeded without much concern. There are a few things to summarize: Begin from the End. Don't stop, just keep the moment. Stick at Final Destination. Pray even when you can't, and proceed as it is (Brutal facts/Stimulate Progress). Don't lose your sense of urgency. There are several themes like this, and I held on to this and continued.

Upon completing these short-term projects, I thought, "Are you a leader?" Thus the title of the book, "Are You Leader?" I have written, and use the book for teaching here and there.

