



PRINCIPLE

4

STICK AT THE FINAL DESTINATION

The final landing spot should not be changed. There are some that can be always changeable, but some are never changeable.

Final destination, the landing spot is really important. That's #10 as we mentioned many times in this book. In somewhat, this topic might be the most important one in this book, because we talk everything in this book is for reaching there, the given goal, actually the final destination. We have to continually stick at it and make clear our goal always. Should be reminded of where we are headed always, every time, in every moment. Then we can persevere to any difficult circumstances. Anyway to decide the final destination is important but to stick at it is more important.

I know it is not easy to stick at it always. There must be a lot of reasonable WHYs not to stick at it; physically not available, emotionally not available, and maybe financially not available, so on. But look at those who had sticking at and made it in the end. Surely, they had a lot of pains, tears, sweats, and also endurance, perseverance, persistent to stick at it. Even the more bigger ministry the more much pains.

Let's talk in this way. There will be some options to them in times to decide they are encountering: 1) quit now; 2) Keep on going. Both decisions will give you pain. To quit or to stop here looks probably giving you freedom for the burden. To keep on going also is giving you pain. In both case, you will get in trouble. But let's think of it a bit more here. If you are keep in going, you will

get pain, sweat but if you quite here you will regret for the rest of your life.

Have you ever heard this? One searcher presented how much, what is the most regretted thing once people die! Can you guess what was the number one? It was what they did not accomplished what they wanted. That is the Number One. It means people, human being want to complete what they want to make it, but many people don't, so regret once they die. In the moment of departing of this earth, they regret not to made it, but as we know it's already late.

That's why we need to stick at it continually, to the end. Anything you had planned to do in your life, you have to completed, if you don't, you can't leave happily in this earthly life. Jesus said I have done what my Father wanted me to do. St. Paul also has confessed the same. We have to confess the same once we leave here.

Fish discover water last. Peter Drucker, the father of management, wrote it. As I understand, this means if we look for the ways continually, we'll find answer in the end. Correct? Because fish couldn't survive without water, so she is desperately looking for the water.

In the Bible, Matthew 7:7, "seek and you will find it," So I guess it is the same concept with Peter Drucker's. Anyway those who seek the way diligently, finally they will get the answer. But we have to seek the answer continually, not once or a few times, but continually until we to get what we need, then we will find it more easier than we expected, later on we will find it was.

Just guess how much the fish wanted water while she was in thirsty as I said a little bit already. It is the same to us, especially as a leader who has responsibility whether success or failure. We are in some sense "seeker" continually, and also we are the path-finder continually. We are try to do in trial & err continually, then we will get the answer.

Why? Because we save our energy, getting 'know-how' through seeking, more experiences personally through trials and errs, so finally we must be find it!

Once we get an unexpected failure? There is no problem with unexpected success, it will be so nice. The problem is that once we cope with unexpected failure, or bad things happen! What are we gonna do once we fail unexpectedly?

I guess there are several reactions once we cope with it: 1) disappointment; 2) why? questions with reasons; 3) in religion, we might ask and cry to God why?

Anyhow we will get an answer, not the best one but a good one in our aspect... in short negative reflection or positive. That's the matter here. Mostly

we will expect success or failure, but the unexpected failure startled us because we are not ready to cope with it.

Once we are doing Lay Pastors Ministry, we expect the success which is we assume the results, but sometimes not that results come out. Then we feel failure, but then we are not a failed person, failed church, just made a mistake.... We'd better consider these once we fail: Learning opportunity-not hands off right away. Take time to do this of it- not decided and concluded quickly, automatically but reflect for a while, for a few days. More open to God-and more frank to people and to ourselves. As we know, failure is the mother of success-it's helpful if we use that experience nicely. --

People in the moon. As we know, the president of the USA, John F. Kennedy decided to send people to the moon. That's their final destination in those day.

I guess many people were negative to his idea, and maybe they thought it's mission – impossible. Eventually NASA made it, and not also NASA in the States but many countries tried and completed that dream.

I think they were tried tirelessly! But they made it finally. How? They had been stick at final destination, final landing spot, arrival spot.

Of course there must be a lot of trials-and-errs as we know. In this course, many people sacrificed, died on the way because it was first experience in the world history. So nobody knew what's going to happen in the process. But they were kept on going, because they thought it's not impossible, and a lot of people, especially experts in that areas were involved in the project: mathematicians, physicians, computer experts, astronomers, so on. And also a lot of money was being used in that process. But they were kept in going to the completion of that mission.

Not only the project, "people in the moon," but all of our new ministry takes these sacrifices, even our project of MTU will take a lot of things to make it: vision, endless of trials & errs, endless pushing forward, a lot of tears & sweats, many objects, but finally it will be made it just like "people in the moon."

Success and Failure. One day I found these two, 'success and failure,' are difference but in just one sheet of paper. Why? Sometimes we feel something strange. Just it looks going to success today, of course, the reality for present is successful definitely, but in the next morning we feel very disappointed about it, so exactly looks like failure. So we call it, "coming & going," AND "heaven & hell" in one day, or in the moments.

It looks like illusion which is not truly in reality, only feeling or only our mind is up & down. If it happens too often, that's big problem. We better to

accept those happen naturally, maybe, because we are tired, stressful, then happens in our mind, and heart.

But once it happens to us how to deal with it. I think we have to be careful, and cautious about this mishap, so maybe come down, and keep them in mind peacefully.

Sharing progress is important. I am talking with colleagues even my young siblings about my progressing of Melvin University. They love to hear and enjoy to listen, even love to see the progressing of University for the finish line, that's Inauguration ceremony in July 31. By the way, that's for me. Sharing our growing, our processing with other people. As much sharing our faith to the others are important as we share our mission, project, even difficulties are also necessary.

Collaboration of God and Human. "God uses people" is not wrong. On the other hand, it is also true that "human efforts alone should not be enough, but there should be God's full intervention."

The achievement of every ministry in church history is a collaboration between God and man. Man cannot accomplish anything without God. On the other hand, there is a saying that God helps only when humans do it. That's the proposition of the second half of Psalm 1 and 3 (1:3c): "Everything he does will be prosperous." Whatever they do prosperous.(NIV) Whatsoever he doeth shall prosper.(KJV) In all that he does, he prospers.(RSV)

One reliable annotator interprets the meaning of this text as "God is only prosperous when we do something."

Is this true in the practice of ministry? That's right! But some people think, "Everything is done by God, and for us, we just have to wait and pray." Not all of them, but there are some cases where they think like this, and they postpone everything only to God. ("I'm putting it off") Maybe it's a very good belief. It's worth bragging about.

The problem is when things don't go well, but they give up too easily and quickly, saying, "I don't think it's God's will." And try another ministry and end it with the same process and conclusion. I'm going to talk about two things here. The idea that everything is done by God, that humans are useless. Another is that when difficulties arise, it is too easy to conclude that it is not God's will.

The first may be an excuse. I'm saying this out of concern that a lot of people might get caught in this trap. In the second case, it is a pity that they may not grow up by giving up too easily and stay at a childlike level.

The first kind is beyond me if you have that kind of faith. In the second case, you can't grow without suffering. It grows in the process of overcoming and solving difficulties, not just talking about difficulties themselves. Difficulties

are often said to strengthen faith. But that's not what I'm saying here.

It refers to giving up too easily because it is difficult when given a ministry. We've heard a lot that if there's a problem, there's always an answer. And that's the truth.

You can achieve a sense of accomplishment and growth only when you complete the given ministry and the ministry you are in charge of. It seems often overlooked that many people desperately want self-development and self-growth, but have to overcome these steps necessary to do so.

Reactive vs Reflective. As you know, there are two kinds of people once to cope something. Directly, Steve Jobs of Apple Computer was a reactive person, and Bill Gates of Micro Soft was a reflective person which I read from some article.

We know them already. Steve Jobs was an American businessman and the founder of personal computer APPLE. Bill Gate is also an American businessman and is software developer, and founder of Microsoft. I have known of Steve Jobs as an Action-oriented person and Bill Gates as a Thinking-oriented. Steve jobs was tending to be impulsive but Bill Gates is kind of consideration style. 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 was changed his style slowly to thinking-oriented later, because he realized that only impulsive and aggressive were not enough to make it, also Bill Gates realized himself is too considerate to do anything, so he tried to changed to be action-oriented than killing times too much before take an action. But luckily, both of two were successful in their areas and contributed to 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 the birth. Definitely God gave you and you were blessed by your parents. But whatever who you are, we need to develop ourselves for more effective person. Without sharpening ourselves we can't be succeed, I mean we can't be maximize in God's mission, and that's why we need to study in the classrooms formally and also informally at 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 shortage, and you will find it soon why.

As you think we need both approach style in terms of situations and circumstances. Because sometimes we need to be quick to urgent situations, need timely decisions. Also in the another time we need to think for a while once a long project is going and just keep it going well, we don't need to be quick, quick style. So according to circumstances we have to decide which style

is more matcher than others.

Much later, Steve Jobs changed his style to be reflective, then he doesn't need to be a quick style all the time, and also Bill Gates changed his style a bit more to be reactive! So he doesn't need to decide everything very slowly.

Actually, I am a definitely quick style, yes it makes mistake and something wrong once in a while with that hasty. But I like to say here. Once we start some ministry, some project, we need to be quick decision, as Peter Drucker said, "Timing is everything," so if we miss the opportunity, e.g., timing, everything might be distorted before to start-up itself.

After start-up, we need to be more reflective approach because some people couldn't follow our speed, and some have different approaching style even among our key members, they have different life experience, and different background, different philosophy academically, so to be reflective approach is more wiser in the flying time, in the course of procedures. No need to be quick style always, but once it should be done on time, we shouldn't be hesitate for it. This is what I mean here.

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 the Timing is important to be successful 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 of the people miss the opportunity once it came to 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 believes it came from God, he takes 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 leader and follow are different as all experts agree.

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. 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 on our shoulders, not other's.

That's the leader's business, not followers.

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

Not getting Done, also God's will? People might say that it is God's will that is 'NOT getting done of it.' Yes, it might be true, but we should not adapt this idea all the time, to all of our ministries. We'd better to learn it.

Actually this is a sensitive issue and also to refer on this issue is also risky. But I want to deal with it only one time in this book.

Who has responsibility which was not getting done? Honestly speaking, it's totally upon to us, especially to the top leader. Why? We as a leader, has full responsibility whether to success or not. Look at leaders around, just simply let's look at Dr. Melvin in the Lay Pastors Ministry. He has done this ministry nearly for 30 years and now gone to the bosom to the Lord in heaven. He took full responsibility to this ministry. And once he has said that "God's work should be done by both, God & human being," which means we human being has half responsibility according to his logic. So if some ministry is not getting done, that's not God's will at all. That's our problem.

Probably lack of experiences, lack of leaderships, lack of strategies, lack of people, yes, probably it might be too big to get done for us, for me. But actually it's also not proper excuses! We need more competent people. Yes, also money is critical issue to deal with. That's true problem to the every ministries. In my personal experience money issue is not all. Because I used to tell, "money comes very last." It comes, but very last moment.

Leading people in changing times are not easy job for leaders especially the difficulties come along for many days, many months, even many years. It depend on how big project you are doing for. Small project is not too difficulty and could finish in a few months, but if you are trying to make huge project, huge ministry, you will get a lot of pain and sweat along with your team.

That is really hard to keep people in those deserts! Then we can find what the real leadership in the midst and need to find how to keep them go through under those circumstances.

Extrinsic and Intrinsic Motivation. For instance, once our staff member does not grow enough which is approximately 15 years ago, actually in the beginning stage of our ministry, they needed my help and my guidance, about destination, future goal, but now they don't need anymore, I am just there and listen their positive feedback almost in any occasions, and also at PACE International School, our school's staff, teachers and even principal, they are grown up, and

they don't need my personal help, for instance, counseling, coaching, so on...just present there and listen, because they know it, and also they know how to do it.

I think today's congregation is also different from yesterday. They need motivation which is more upgrading where they could grow up, if they do not feel they are grown they couldn't survive there and also no longer be interested in the one ministry. We couldn't say don't do that because that is the nature of human beings. So we have to accept them, because that is their basic natural process. The matter is upon us, leaders. Melvin also has written on the motivation in one of his monographs. In #2, "Motivating Lay Pastors," he said Jesus motivated his people. He says there are motivation 'as inspiring a person,' 'stimulating one's spirit,' 'renewing commitment,' 'moving one to action,' 'restoring vision' or to use Paul's words to Timothy, "fan into flame the gift of God." Without motivation, ministry couldn't go forward. One of the duties of leaders is to motivate those who are doing ministry. He stressed there are two motivations, Extrinsic and Intrinsic Motivation.

Also, Daniel H. Pink mentioned these two are his book, Drive. Yes, people need both motivations, from outside and also from inside, of course it depends on the individual, but today, we assure that people can develop motivation from Inside themselves because they have those potential already, so what are we going to do for those people?

By the way, what I found about startup motivation and keep on going motivation is totally different, and most leaders are satisfied in the startup stage. I mean they want to know how to motivate people to startup. That's why many books have been written for startup stages because customers are looking for those books and still those are bestsellers.

By the way, what I am saying here is that after startup they don't know how to motivate people to keep on going in the same ministry. If leaders don't know how to and also if they don't give proper motivation, people are thinking of leaving the ministry sooner or later. Because they don't feel they have to stay there any longer.

That's why many ministries stop and close down once they can't solve these problems. So motivation for keeping on going is indispensable especially for long-term ministry. Ministry leaders have to think of it much and much at this moment. For I had overcome these problems. First I have read many books on how to make them keep going. I found once staff grew in the ministry I got challenges and looked for the ways to get out which means I needed to grow as well, so many books on this level and talking with my mentor Dr. Melvin was helpful to overcome.

For leaders, I am saying here that we need artful leadership, skillful in this stage. Actually we don't need any text books that we read once we began, now

we need different resources to keep on going. Followers are only looking at us. How we are going, where we are headed affects them directly.

Success in ministry requires two things: motivation and ownership. But I found the two really relevant. When a member of a parachurch ministry, or a member of a church, has a sense of ownership in a given ministry, they become fully motivated and devoted.

Of course, we should be careful about the difference between motivation and manipulation. Both make people move, but manipulation is not good for long-term ministry. We can use it sometimes, but we have to be very careful when we use it. Because it makes easy to misunderstand, we might as well avoid such an approach as possible. So we need to learn more about how to motivate people. Because every ministry starts with motivation.

Now let's see how ownership and motivation work. What is a sense of ownership? It means having the concept of "my work, my mission, my mission from God, and therefore all responsibility lies with me." So how do you get a sense of ownership? We may have it from ourselves, but most of it is given by others. Usually in ministry, it is given from a leader. My meaning is from the top man, i.e. from the pastor in charge. This is because the pastor is the final decision maker in the church. Without a sense of ownership, we cannot commit, nor can we develop ourselves, nor are we creative. Creativity is very important to grow ourselves. Without creativity, we cannot develop ideas about what to do. In other words, "God wants this ministry in our church. So we have to do this ministry." It can be seen as a mindset.

Someone should "own" the ministry. In other words, someone should be responsible for it, manage it, and take responsibility for its progress and current state. In other words, you are responsible for success and failure. This is a small group of people who share a vision and take responsibility. How many people is good? There were twelve with Jesus. But from my experience, around 10 people is good. More precisely, there are seven or eight people. Any large ministry organization is covered within this range. And when people within this range gather, all the necessary theories, strategies, and contents are included.

So what is the indication of having a sense of ownership? There are at least five signals. 1) Attending meetings regularly. 2) Thinking about it even when it's not meeting time. 3) At home, and talking about it with friends and other people. 4) They can't even sleep well, worrying about it when it doesn't work. 5) And they feel joy when it goes well.

Manipulation or Motivation. This is a rather sensitive issue. But let me think of it as a general approach.

We have to be careful about the difference between motivation and manipulation. Both make people move, but manipulation is not good for

long-term ministry. We may use it from time to time, but we must be very careful in that case. Sometimes it is too much, but it is easy to cause misunderstanding from the others. We had better avoid such an approach as much as possible. And we also need to learn more about various ways to motivate people. This is because all ministry starts with motivation and requires continuous motivation.

It's a very necessary feeling that I'm "contributing to good things," but when I feel "being used" by the other person's words or coercion, I think it's a little weird. Modern people are very sensitive in this respect and feel faster than before. In particular, they want to know if they are motivated or manipulated in the first place.

Sometimes we have to move people. In that case, even though you know that it includes a feeling of manipulation rather than motivation, there is also a temptation to approach. We can take a horse to the water, but it's his own decision whether to drink water or not. It can be seen as 'manipulation' to force people to drink water unpleasantly. If we use this too often, it becomes uncomfortable to continue to socialize. In the meantime, if we seem to do it often, we often feel that we have to quit a little while being hurt. After all, We have to be careful of ourselves, and we also have to pay attention to the people who treat me as well. It seems unwise and wasteful to have to spend time and energy on these unnecessary conflicts while doing good things.

What is the boundary between motivation and manipulation? How do we tell it apart? Motivation is a pure-dimensional approach, while manipulation can be seen as a psychological and technical aspect of artificially moving people. Motivation is what we do for a given goal with the other person, and manipulation is using the other person for our own benefit. Motivation includes care and consideration. Perhaps altruism other-centered is fundamentally underlying. It results in maximizing the other person's potential.

When serving as a team or when two people become involved, there are two necessary factors known. One must be individual development, and the other must be meeting goals. There will have to be care and encouragement in the first, and there will have to be motivation. There is no need for manipulation to go in there. In my case, I have never been in a relationship with Rev. Melvin for more than 30 years and he manipulated me. When I think about it now, there was mainly 'consideration and encouragement for me'. It is remembered that there were various aspects of motivation after all. Nevertheless, I grew up and achieved the given goal.

Rubber Band (Structural Tension). Every objects have energy. Especially rubber band which is stretched has more energy, more tension especially when the two ends draw strongly toward for the directions, and its tension get more

mountain up that if we draw too much, it will get broken finally. We called it "structural tension." Sometimes we need this tension, and use it to transfer for making energy, and for using more invaluable jumping up. so we need to use these tensions more positively than negatively.

But, literally, if we draw stronger from both sides, the band will break, so we have to be cautious that too tension-broken is not. And we need that energy to the third direction. Not to A(left hand), not to B(right hand), but to upright, the third direction of that energy. We don't need to use our energy to jump into that fighting. Should not be a foolish, but we have to be wise. Don't need to be used our energy at useless spot.

We need more energy to be used for third direction, and then our ministry will be more effective and productive!

Effective and productive. I remember that I read one article dealing with this, "Effective & Productive" which was also written by Dr. Melvin, and I have thought this many times, many years, and just questioned myself while I was doing something, "Is it effective and productive?"

Once we are doing something, we'd be better to ask these two questions which are useful for us, and then we can also use it as a checklist. Once I tried to make school at Iksan City where was 2 hours southbound from Seoul Korea, even I spent almost three years, and it was really hard times and tedious times, but sadly was not much progress, then finally Dr. Melvin warned me to think, check "is that effective and productive?" I believe he talks about my leadership, strategy, behavior, and so on. We both know I am a hardworking man, and that's no problem, much better than lazy....but never thought of these questions: Effective and Productive?

If there is no effective and even no productive method, which we have tried for many years, then we need to question it, why we keep on doing this? In retrospect, I was not wise, but I couldn't stop it because I really wished to make school. Perhaps I also believed it was the right decision, right procedures, however finally I was wrong, therefore I have accepted Melvin's advice to stop doing that way.

How can we become effective & productive? Let me talk about the former first. If we want to be effective at some specific ministry, I found these followings in general: 1) concentration; 2) using the proper tool; 3) considering the process; 4) more systematic approach.

Needed to get confidence ourselves. For me, I have checked when I attended the International Conference in the States many years ago, and then my major

gifts were found: wisdom, administration and teaching. I was not sure what my spiritual gifts were before. I assumed those gifts I have, but needed to get confidence in myself, so lay people also need to know their gifts, and hope to use them for God's work. So that's what we say 'freedom' to use their spiritual gifts for the given ministry.

And also we, the pastor, have to help lay people to know what their gifts are. Mostly lay people don't know of their spiritual gifts, even they don't know where are they in the Bible, of course it is not just all of their believing life, journey, but they need to know what it is, and also there are various spiritual gifts, because some think only 3-4 gifts in the Bible, and also used a few, but there are many in the Bible, then they understand every spiritual gift is equally important in the church. So there should not be misunderstanding on the issue of spiritual gifts.

Easier and Faster. People around me surprise what I am doing and what I have done up to now, even in a year. Give people close around trust and believes that I have no changed, no oscillations.

So getting more and more least resistance from them and the moving forward easier and faster. On top of that I am thinking of my mission to complete, so no room come into other things..

No oscillations are important. Of course minor up and down is acceptable, but we shouldn't be changeable of major direction from beginning to the end. How we stick at it. Of course our mission is the most important but I think we need particular self-discipline to do that way.

People has nice and wonderful vision and mission but they were not self-disciplined to keep it constantly. People see only part of Iceberg, only to be shown them the surface of it.

How many percent are underneath of Ice? Almost 90 percent...what I saying here is I have done alot what people couldn't see it, a lot of suffering, tears, pain. People are saying that it looks easier and faster, but definitely not that.

Anyway, once we focused on the one mission continually, we can make it is more easier and more faster than people imagined.●