



LETTER TO THE MELVIN STUDENT

From the President Rev. Byeong



#17

"Two kinds of Motivation"

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What I've been thinking about since my ministry in Korea has been about motivation, and it's become clear that there are two motivations: whatever ministry it is, strong motivation is needed to "start." Another is the motivation to "keep up" the ministry.

Of course, there are many books about motivation and theories about it. Pastor Melvin also wrote a short paper titled *Motivation*. Of course, the essay was about "internal motivation and external motivation." It's close to motivation in the beginning stage.

Another one is Dr. Daniel Pink's book *DRIVE*, which is written about three levels of motivation: the primitive age, and before post-modern, and after; the first is carrot and stick, and the next is ownership, and now autonomy.

All these books and materials helped me to understand my own motivations. But these theories and books didn't solve my curiosity, and the motivation which is "to start" now, and the motivation "after" that, were completely different, so these basic theories and materials shouldn't work.

Since most of the resources focus only on the motivation needed for the "beginning stage," it is a necessary process for those who are starting something, and for students who are just learning leadership at school, so these books are very popular and selling well. Almost all of them introduce their books as must-read books, as textbooks. As a result, most leaders stop at this stage, are satisfied, and conclude that "I've done my job."

But what I'm interested in here is the question of "what happens to the motivated people at the beginning after that?" So, most pastors are embarrassed at this stage, thinking about whether to continue or stop. Since

the lay people can't wait long, if pastors don't get an answer within two or three weeks, the credibility of leadership slowly begins to weaken, saying, "Now our pastor are quitting again." This phenomenon is usually evident four to five months after starting ministry. From here, different leadership should be exercised, but it cannot be done in the way it has been done so far, so they began to worry.

While the pastor is agonizing, it is inevitable that the lay people will soon quit their ministry. They used to questioned, "what's next?" And if they stay in this ministry, they realize that they can't grow. Because they no longer feel the need to stay in the ministry. So many ministry workers stop at this stage and close the door because they don't solve these problems.

So, motivation to continue like this, especially in long-term ministry, is an inevitable task. Leaders have to learn many ways. Fortunately, I overcame this problem by solving it. First, I started to read many books about learned how to endure and to solve it in these times.

When I saw our staff growing up in the ministry, I also felt a challenge, and I recognized that I had to grow up as well, and at the same time, I had no choice but to find an exit. So I slowly overcame it by looking for ideas from many books and advice from my mentor, Pastor Melvin.

At this point, we leaders need quite technical leadership. Only textbook and theoretical basic leaderships cannot overcome this stage. Such leadership has long been mastered and obsolete. At this stage, different materials, different approaches, and different leadership are needed.

People who follow us as they watch us want to check our thoughts, directions, and minds from time to time. In particular, where we "want to go" and "where we are headed" are an absolute factor that gives them a sense of certainty.

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