

Weekly Column
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Melvin University
and Me

To resist failure in ministry (3)

7. CONFIRMATION. Believing, praising, honoring, and recognizing others greatly helps to enshrine others' values in their hearts, and even more openly, it is to do so on others' minds. Verifying a person or group is biblical. Rom 13:7 asks us to give: "Give to everyone...respect those who will honor; and give honor if there is a measure of honor." The ultimate confirmation will be received by Jesus in the future: "Well done, good and faithful servant!" (Matthew 25:23). Confirmation may even include a gift if we see verse 5:4 literally: "And when the high priest appears, you will gain a crown of glory that will never wither." Of course, it presupposes that we have completed given ministry. We should not hesitate to confirm whether it is private or public, but rather try to be creative in confirming people with the right words, gifts, or actions.

8. SUPPORT. "Our professional pastors have a bad habit of calling people for work, putting them on high and drying them up (Dr. Robert Slocombe)." They need support, and we need to do it. Laypersons with important ministries need to know that they have someone who can help and mentor them when necessary. The study by sociologists shows that there are three ways to be supported: (1) to divide responsibilities in any case; (2) to support in the case of difficulty; and (3) to help when problems arise. The case for salaried workers should also be true for non-salaried workers.

9. FELLOWSHIP. If people who work in the same ministry have the opportunity to be together often, their lives will be tied together in an amazing way. Bonding will keep them working and produce fidelity. In addition to their beliefs, they have their ministry in common. Providing this is the responsibility

of those who lead the ministry. In other words, all ministry workers should be able to return from ministry to community, and then from community to ministry again.

10. COMMUNICATION. The weak part here is, first of all, in my experience, the lack of contact with the Institute, which is the headquarters. The reason is that it seems burdensome to inform the headquarters of a problem. However, such burden and problem-solving of ministry are incomparably important. Problem-solving in ministry requires an attempt to solve it immediately when found. The institute has an important responsibility to give all answers. If the institute itself is unable to provide an answer, it can be solved by introducing other network churches, that is, churches that have already experienced problem-solving.

11. EVALUATION. It is essential to evaluate a ministry after it has progressed, to see if it has been carried out as we planned and as well as we expected. Evaluation is the process of identifying our ministry in the light of the purpose of making it as effective as possible. We need to know this about what we do:

1. Are we doing what we're announcing to do?
2. Do we have the results we have done?
3. Do we use the methods and tools we plan to use?
4. What changes do we need to make? If so, what is it?

Evaluation is done in the light of stated goals and objectives to measure the current status of the ministry. If these have not been written, we must do such things before the evaluation.

12. MAINTENANCE. This is one of the weaknesses in all ministries. This is often overlooked even though it is too important. It seems to be due to the idea that "it's enough" after the ministry has begun, because you need to know how this ministry is going. The person in charge of maintenance is the ministry leadership group (MLG). The reason is that; 1) if the senior pastor in charge tries to do it, he/she will fail. 2) He or she tries to mature with the active participation of lay people. 3) The fundamental spirit of the lay ministry is that MLG is responsible for the whole thing, but there must be an administrative officer among them. It is better if they know how to handle computers and have administrative experience in the past. The beginning and maintenance of the ministry are completely different. This will be the same in any ministry. It's

like a wedding and a marriage are different. A wedding is a one-off event that ends in an hour. However, marriage is a long-term one that lasts for decades. The same is true in ministry.

These 12 blocks were not prepared by Pastor Melvin before the start of his ministry, but were discovered ten years later. So, "not to fail" these elements have to permeate everywhere. Over the years, these 12 elements have clearly worked, and some have come to their senses after some difficulties. Hopefully, these foundational blocks will start the ministry right, and then save us from a waste of time and energy for "failure and error" in the process.