



WEEKLY COLUMN in TORONTO
CANADA

Melvin University with Me



Ownership and Motivation

I found those motivations are really related to ownership. When they have ownership of some ministry, they are fully motivated and committed. Of course, we have to be careful about motivation and manipulation. Both make people move, but manipulation is not good for longer ministry. We can use it sometimes, but have to be very careful to use it, because it makes misunderstanding easy, we would better not use that approach, however we need to learn how to motivate people enough, because every ministry starts from motivation.

I better go back to ownership and motivation. What is ownership? It means that it is mine, my job, my mission, my calling from God, so my full responsibility. So how can we get ownership? We can get from ourselves, but mostly it has to be given by others, mostly the leader of the ministry, I mean the top person. Without ownership, we couldn't be committed, dedicated and also not developed ourselves and not creative. Creativity is very important for growing ourselves, without it, we cannot grow our intelligence, which means how to. "God wants this ministry in our church, so we have to make it work." Melvin has said:

Someone has to "own" the ministry. That is, someone must be responsible for it, manage it and be accountable for its state. A small group of people who share the vision and take responsibility. Moses was told by Jethro what he must have already known, that it was foolish to try to do the job alone. This is true for caring for the congregation, and it is true for managing the ministry which cares for the congregation in our church of 2,500 members. We have a Ministry Leadership Group of eight people who have the vision and give leadership to our Lay Pastors Ministry. What are the signs of ownership? There are at least five signs: 1. Attending meetings regularly. 2. Thinking about it at times other than at meetings. 3. Talking about it at home, with friends and others. 4.

Agonizing over the problems. Even lose sleep over them. 5. Feeling the joy of success.