

HOW TO SURVIVE BEING A RESORT MINISTER

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INTRODUCTION

Self Awareness:

Personhood and Position

Roles become intermixed.

Life reactions become defined by one or the other interchangeably.

Self and Role: Discipline of separation

Self Awareness that is honest makes for leaders who distinguish personal agenda and style from ministry program goals and needs. Discipline of separation works to keep self identity and to enable careful work of ministry.

Professional Will:

Survival in ministry requires strong professional will.

“Professional will is the intense commitment to see that the organization achieves its goals. A leader who pushes an organization primarily because he or she is a demanding person can be troubling, but it is another matter to push toward the maximum organizational achievement. Professional will involves tenacity for the organization’s mission and the efforts necessary to attain it.”

James Collins, Good To Great

Personal Humility:

Paul Hall: “It doesn’t matter who gets the credit as long as the work gets done.”

Good ministry is the work of community. Survival is relationship.

Change:

Technical Change: “those changes that are made to move the organization along its orderly path towards increased capacity.”

Makes organization’s work better but not different

Adaptive Change: those changes that are “imposed by the changing context in which an organization does its work and the resulting requirement for change in the organization.”
Fundamental adaptation of ministry to the future.

Religion in US and world changing. We must adapt. “Post modern” I can’t name it but I can do ministry in it and I can make sure that my ministry moves into and with it.

Ronald Heifetz: Leadership on the Line: Staying Alive Through The Dangers Of Leading

SURVIVING YOURSELF

- I. Respect for religious traditions of the area
 - Church traditions of the area
 - Learn, enjoy those you can, respect the others
 - Cultural religious traditions (working in non-Baptist areas)

- II. Respect for setting --business traditions and approach
 - Understand these
 - Utilize it to mission advantage: earn right to be heard repeatedly
 - Enhance visitor experience
 - Improve employee performance and life

- III. Outside projects
 - Find and do community involvement
 - Develop a consultant project (ARLM --ready for someone to do something BIG)
 - Partner with an ARLM friend --do field exchange and ministry evaluation

- IV. Improve your skills ---Study outside the box
 - Community leadership programs: Do them Teach them (become a “go to” person)
 - Read outside our field –go to conferences in other areas
 - Read leadership books
 - Center for Non-Profit Management

- V. Find and develop necessary supports
 - Peers you don’t have to impress (solitary traits of resort ministers)
 - Friend who tell the truth

SURVIVING THE PRESENT

- I. The main thing: Constant interpretation of the culture of your ministry
 - “The only thing of real importance that leaders do is to create and manage culture”
 - Edgar Schein: Organizational Culture and Leadership
 - a. Name it; Understand it; Own it; Act it; Enculture it; Repeatedly
 - b. Culture of your ministry: Expresses your heart; holds your community; builds your family; interprets you to your setting.

II. Relevancy

What in the world is happening? What is God doing? How is God at work?

Organizational Discovery (ACMNP journey)

Review community or specific settings (SMRM and campgrounds)

Review mission statement

Review call

Becomes a work of asking the right questions

Becomes a work of theological listening

(Yogi Berra: You can hear a lot just listening)

What is the real threat? The real opportunity? What are we called to be about in the name of God?

Who we listen to: Family (ministry partners) / Inside strangers (ministry community) / Outside strangers (vaguely familiar)

III. Sustained courage

Make decisions and live with them

Erwin Rommel: "Risk: If it doesn't work, you have the means to recover from it.

Gamble: If it doesn't work, you do not. Normally to succeed you must take risks. On occasion you have to make a gamble."

IV. Limit actions

Max DePree: Leadership Is An Art: "Rule of 5: No one can accomplish more than about five major things in a given year." Don't try to do too much!

V. Be organized

Make a Goals and Plans.

Summarize it!

(Impresses our supervisors)

VI. Share

Ministry. Materials. Work. Luke 10: 1-12

VII. Accuracy

Program < Purpose < Relationship

VIII. Resources

Money follows mission!

Martin Luther: Sin boldly, even more boldly believe!

Learn about giving and donations. Learn to make the ask.

SURVIVING THE FUTURE

Preparing < Anticipating

Planning < Following God

Denomination < Church < Call

Point: It has never been good.

The chosen few:

The fortunate fewer:

Those called by God to do resort missions:

Vehicle to accomplish your call: Denomination, Bivocational, Individual church,
Non-profit with board of directors, Partnership with sister programs

Find the vehicle. Ride it or drive it. Go to next.

Off the bus and into car and then a bike and maybe we walk.

If this is your call ---permanent or temporary--- then do it.