

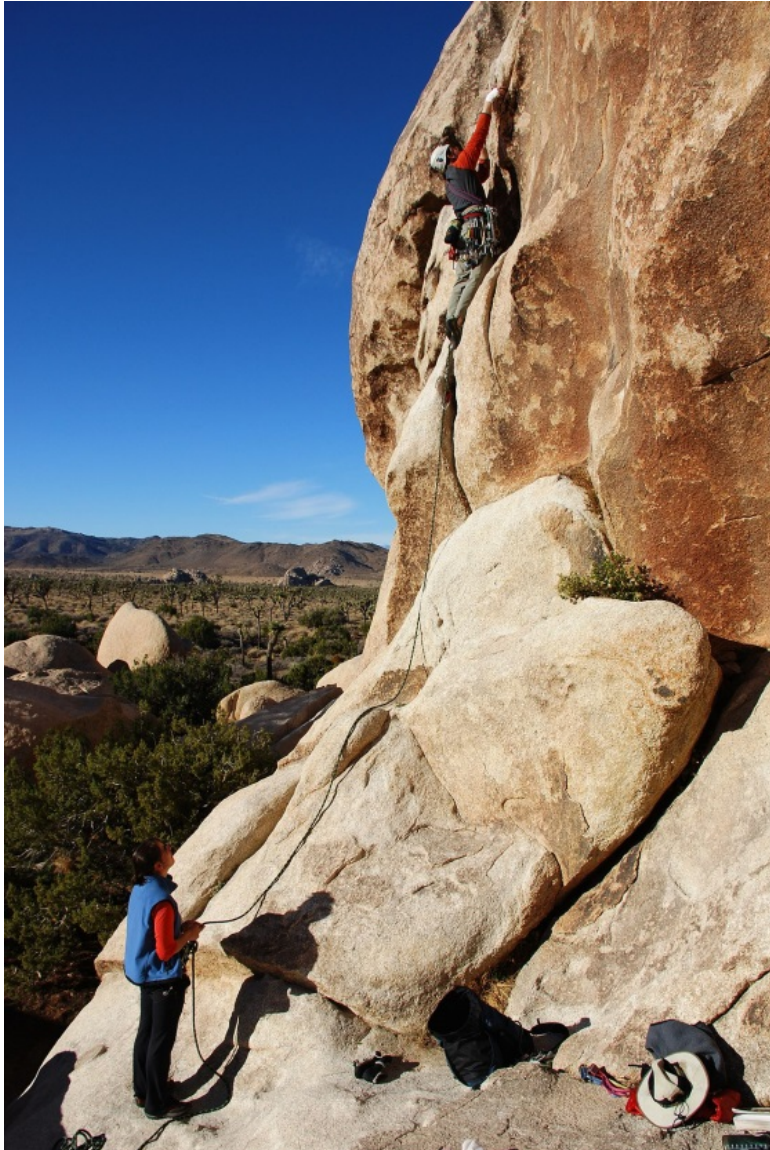
Belay

Making it Safe to Continue the Ascent

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Belay - Definition



For Mountain Climbing

- a. to secure (a person) by attaching to one end of a rope.
- b. to secure (a rope) by attaching to a person or object, offering stable support.

-Dictionary.com



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Belay - Definition

As the climber moves on the climb, the belayer must make sure that the climber has the right amount of rope by paying out or pulling in excess rope. Too much slack on the rope increases the distance of a possible fall, but too little slack on the rope may prevent the climber from moving up the rock. It is important for the belayer to closely monitor the climber's situation, as the belayer's role is crucial to the climber's safety.

-Wikipedia



Belay: History & Rationale

- Partner Conference 2017 directly addressed *succession* planning
- FMSC realizes that this is a sensitive topic for many
- We are starting to see some ministries reduce their impact as leadership changes occur
- Our *motivation* is to help our partners continue the good work that He began in each of you and your organizations
- Jesus did the same thing

Development Plan

Leaders at all levels and of any size organization *need* to develop the next generations of those “that seek Him, who see your face.”

It will be easier for the next generation of leaders to learn while you are there. It’s safer, they will learn faster and the organization will continue to climb...even when you aren’t around.

**A leadership development plan
is the rope.**



The Situation

- The people we serve need our organizations to grow, or at a minimum at *least* be there.
- We work in complex and ever-changing environments.
- Our involvement can change at any time, for any number of reasons.
- Our purpose will continue past our involvement.
- The climb is a long one...

Consider this...

“Jesus’ concern was not with programs to reach the multitudes, but with men whom the multitudes would follow.”

— Robert Coleman

“He who thinks he leads, but has no followers, is only taking a walk.”

— John Maxwell



****We are on a climb...not a walk. ****

Belay: The Biblical Example

The following are excerpts from “Three Key Phrases Jesus Used for Leadership Development”, Eric Geiger, Feb. 2016

1. Join Me (Luke 7-8)

“At first, Jesus invited His disciples to simply be with Him. Jesus invited the disciples to join Him, to watch Him work, and serve others. His presence was the essence of their development.”

Thought: Who is around you now?

If nobody, then ask someone to simply join you as you do what you do. (You can't tie the rope to yourself)



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Belay: The Biblical Example

2. Your turn (Luke 9-10)

“He gave them specific instructions on how to respond to people who were hospitable, how to respond to those who were not welcoming, and what to take for the journey. Instead of doing all of the ministry Himself, Jesus handed the responsibility to His disciples.”

Thought: What tasks do you do currently that you can hand off tomorrow? Tasks that won't “sink the ship” if it isn't done exactly right. (A little slack on the rope).

Belay: The Biblical Example

3. Let's debrief (Luke 9-10)

“In both instances, when the disciples returned from serving, they shared their experiences with Him. Essentially, they debriefed.”

Thought: Debriefing should be part of normal conversation, not always a formal review. (It's easier to loosen and tighten the rope in small, unnoticeable amounts)

Belay: A Simple Plan

1. **Look around** at who is with you right now and invite one or more to join in watching you lead.
2. **Give permission** for them take on the simpler tasks, while you are “holding the rope”.
3. **Provide feedback** and learning opportunities to the interested and willing. Increase the complexity of tasks as they progress.
4. **Hand over the rope.** (You can still be there...watching)

A True Story

Andy Perkins, BESTWA in Liberia



Belay: Discussion

At your tables:

Please review and discuss the three questions in your booklet.

1. What happens to the organization and/or mission if you're not there tomorrow?
2. What is at stake?
3. What is one action step you can take to ensure leadership longevity for your organization?



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Belay: Survey

Type the following in your browser on your tablet,
computer or cell phone:

<http://etc.ch/X2nM>



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Better to Belay than Delay

So how about starting the climb...



Thanks all and we are here to help because we love and care for you all!