



Leading Second Podcast - Season 8 Episode 204

Navigating Transition: From Corporate to Calling ft. Troy Pollock

What really happens when you step away from a thriving corporate career to follow the call of ministry? In this episode, Brandon, along with Dillon and Leydanis Ritchie (CoastLife Church, Venice, FL), sit down with Troy Pollock - entrepreneur, former executive, and now location pastor - for a candid conversation about the transition from marketplace to ministry. Troy shares the surprising lessons, transferable skills, and hidden challenges that don't make the highlight reel. If you're standing at the crossroads of career and calling, or wondering what it means to truly live out your purpose in any environment, this episode is for you.

TWO WORLDS.

- The two worlds are not better than or worse than.
 - They are simply different from each other.
- If you look at the scoreboard right now, it might look like there are a few more losses than wins.
- The main ingredient: stay connected to the church.
 - When looking into having someone on the team who comes from the corporate world, ask:
 - What's the history of this individual?
 - What is their serving capacity?
 - How are they serving?
 - What is their heart focus?

THE VALUE OF BEING IN THE HOUSE.

- Sometimes, where corporate people get it wrong, is that they think they can add more value to the house than the house can add to them.
 - It's a posture that really gets you into trouble.
 - Know the Kingdom.
 - You want to be great in the Kingdom?
 - Get low and serve.
 - You want to be great in corporate?
 - You've got to climb that ladder.
- The corporate world is all about outputs.
 - It's all about me.
- In ministry, it's all about input.
 - The Bible tells us that God brings growth.
 - Faithfulness. Obedience.
 - We plant. We water. And God brings the increase.
 - You have to surrender the outcomes and focus on inputs.
 - It takes a lot longer to move people to shift that culture because we're dealing with hearts.

In ministry, you're dealing with people's hearts.

- Troy Pollock

SKILL SETS FROM CORPORATE THAT HELP IN MINISTRY.

- Corporate focuses on the position over the mission.
- Ministry is mission over position.
- The expression in ministry changes, but the tools are still in the toolbox.
 - The ability to scale and build for the future.
 - Vision casting, strategic thinking, building culture, developing people, and raising capital.
- You're leading people to a place or a destination that they have not yet been to.
 - You're helping them see what is possible.
 - How are you leading those people?

To build anything great, it requires more than just hustle. You've got to give clarity. You've got to be courageous. You've got to be consistent. And you've especially got to have God's hand of favor on it.

- Troy Pollock

SKILL SETS FROM CORPORATE THAT DON'T HELP IN MINISTRY.

- In ministry, people are not products.
 - People have hearts.
 - People have their own free will.
 - People have their own decisions.
 - In ministry, a metric is a person.
 - We can't get so cold about numbers in ministry that we forget that every life is this diamond to be stewarded.
- Growth is more organic than exponential.
- How do you rush discipleship? Character development?
 - You can't.
 - You have to focus on the inputs, read scripture with them, pray with them, walk alongside them, and have truthful conversations with them.

WHAT IS SOMETHING UNIQUE ABOUT THE CULTURE OF MINISTRY THAT CAN BE HARD FOR SOMEONE COMING FROM THE CORPORATE WORLD TO UNDERSTAND OR EMBRACE?

- It's a body. The body of Christ.
 - We treat it like a family.
- Taking time to realize management style.
 - You manage family differently.
 - Work on it together.
 - Jesus never once fired a disciple for messing up.
 - In fact, the one who betrayed him, he called him friend right before that happened.

WHAT IS THE NEXT STEP TO START TO TRANSFORM OR TRANSITION TO GET BETTER?

- Self-awareness.
- Don't assume what worked in corporate is going to work in the church world.
 - Don't try to manage people like projects.
 - People are not projects; they are stories.
 - We can't lose sight of people in this journey.
 - We are in the people business.
 - We are helping people to get spiritually whole and take a step on their faith journey.
 - Focus on discipling them.
- Celebrate any wins that you get along the way, even if it didn't hit the outcome you were looking for.
 - Celebrate the small wins along the way.
 - Give yourself some grace.
 - You can't unlearn the corporate culture overnight.
 - The same grace the God has with you is the same grace you have to have with people underneath you.
- The journey is the destination.
 - There's no finish line.
 - God is doing something in you, not just through you.

DID YOU EVER FEEL OUT OF PLACE OR LIKE YOU DIDN'T BELONG IN MINISTRY?

- Comparison is the thief of joy.
 - God has called you to be you.
 - You have a unique gifting right now where you have both experiences to pull from.
 - God did not make a mistake.
 - You do have something to share.
 - Don't bite your tongue. Serve, honor, and share when God opens up the opportunity.
- Maybe the very thing that intimidates us is actually sharpening us at the same time for the plans and purposes of God.

FINAL ENCOURAGEMENT.

- It's the right jump for you.
 - Just like Peter stepped out of the boat.
 - Sometimes we have to say yes to God opportunities.
 - Seek wisdom.
 - Ministry is a calling.
 - Sometimes it doesn't all add up on a spreadsheet because, if it did, it wouldn't require faith.
 - We're all on this faith journey.
 - Use those corporate skills and gifting.

Dig Deeper

1. How can we balance the results-driven mindset of corporate culture with the people-focused, heart-centered approach of ministry?

2. How does the concept of 'inputs over outputs' in ministry challenge our traditional notions of success and productivity?

3. How can church leaders better integrate the strengths of both corporate and ministry backgrounds to create more effective and compassionate organizations?

Additional Resources

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