



Lay Pastors Ministry with Melvin University

Lecturing from the President Byeong

Lecture 8

(based on the experiences)



Staffs of LPM Korea



Staff people are very important to this kind of ministry. Every organization has a different concept on staffing, but I think our style is good. The reasons are these: I found that everyone has strength at some point. They have spiritual gifts, better to say "talent" in some areas. Some teach very well, some make excellent fellowship, some have very reasonable thoughts, some have a very structural system of their brain, and some are very quiet so there is no mistake. As we see there are various people in the world, even in small organizations, we need many kinds of different people.

Two major issues in this point:

Number I: When I started this ministry Dr. Melvin advised me, "You can't do it alone, if you want to cover all of Korean churches, make a team for the national level. "As we know he developed the monograph on "Leadership Group for Lay Pastors Ministry" in the local church. Even though this monograph talks about local churches, it is good for adapting to the National level, so I used it to make Staffing for LPM Korea. There could be many different names for those who are working at the national level, but we put the name "Staff" for LPM Korea. Since Dr. Melvin wrote at Monograph, I told people around me to join as staff for Korean churches, so people came into our group one by one, in the beginning just three people started the Institute but later on it became 11 people. I found that less than five people is a little weak, and more than 10 people are a little difficult to work together as a core team, so I tried to keep the number 8-10 people all the way.

Number II: I tried to get family consciousness among our staff members. I told them many times, ""we are family." I still have it on my mind. That's why the "Staff" concept is the best for this kind of ministry. They don't leave LPM Korea easily because they are here to help Korean churches (clear goal), and we are family (inside culture).

Every member was a volunteer, I mean no salary at all, even our full-time staff in the Office, including me, and was not paid all the way, last 10 years. We eat together, sad together, happy together, think together, and even they couldn't sleep well once we have a problem to solve, assignment to complete and longing for success, in some way they have enjoyed those problems, challenges, tasks in front of them. Since we have a family and team concept for specific missions it was possible.

I really appreciated their investment of time, energy, and even sacrifice which was put into this ministry, for helping Korean churches. We have done very well and hope other countries have this kind of team in their ministry. I appreciate Dr. Melvin who guided us to do that, and LPMI USA which is still modeling to the rest of us. They call them "Board members" and we know they are working for the International level. That's why they call themselves Board members.