

author of seven principles for short-term project

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personal development

FRIST

THEN,

organizational growth

Organization Growth VIA Personal Development

THE FIRST QUESTION IS NOT, "HOW CAN I DO THIS?"

RATHER, IT IS "HOW CAN I BE THIS"?

—Melvin J. Steinbron—

Organizational Growth

VIA

Personal Development

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PREFACE

Organization Growth VIA Personal Development

WHAT is personal development? Management Father Peter Drucker said that organization growth is as much as the competence of people those who belong to. That is true. Look at my ministry, I believe as much as I grew, our organization from the beginning, institute to now, university. I was not talking very much that " we have to grow," but I try my best to grow myself then its energy flew to our organization so my personal development definitely affected to the grow of inside of Institution, then those synergy overflow the wall of organization, and then it helped others out there. That's why our personal development is indispensable to the success of our organization.

Transmitting our personal development to organizational growth is a technical matter. Using our development toward organizational growth is not simple nor easy. Many people are used to stopping individual development, because they don't know how to use it properly and where to and when to.

Byeongchea Seo
Melvin University
Kenya Africa

INTRODUCTION

THE story of this book began once I came back to Korea from Canada around 1995. Because I started this long journey since I arrived in Korea.

Around two years later after my arrival, I was asked to be teaching at my home seminary, so I found the first book of Dr. Melvin, "Can The Pastors Do It Alone?" That was my meeting with the Lay Pastors Ministry. Since then up to now around 25 years I have been doing in the ministry. So I retrospect and write one by one how to start and how and what I am here.

1) *Encountering this Ministry*: Personal development & Organization Growth. This is really lucky to meet this ministry, in some sense it is God provision. Maybe God' plan for my life in retrospect now. Through this ministry my personal development and move on the organizational growth in place. 2) *Personal meeting with Dr. Melvin*: To meet Dr. Melvin personally for a couple of times was really valuable and also enjoyable, and through those meetings my personal development and its effect on our organizational growth lasted. 3) *Teaching this ministry*: With the resources of Dr. Melvin I have taught many times, many occasions, so I was familiar with the resources of Lay Pastors Ministry. 4) *Translating those resources*: With teaching, I needed to translate those English materials into Korean, and it took many years to translate. 5) *Opening Institute*: I found I needed to open an Institute , even a small one, so I opened it in a corner room of a small church and then we rented an office for the National

Headquarter of LPM Korea.

6) *Studying for my Ph.D.*: I didn't have a doctorate degree once I started this ministry, and gradually I needed a degree and this will take a long story. 7) *Seminars for churches*: I have done seminars for churches, pastors groups, denominations meeting and so on. I have grown up through these opportunities and it has affected our organization's growth. 8) *Meeting foreign students*: Through this ministry, I have a chance to meet foreign students who came to Korea for studies from other countries. It began to expand to other countries. 9) *PACE International Fellowship*: Though to meet overseas students, we made formal gatherings and trained this ministry regularly. 10) *Visit other countries*: I have visited other countries to do seminars, it was good to open my eyes to see possibilities for exports. 11) *Visit overseas schools*: Also I visited other schools in the UK and USA, which was also helpful to see a wider vision. 12) *Vision for Schooling*: In the end I saw possibilities and decided to make school in the other countries, Nagaland; PACE International Seminary; Kenya, LPM Theological Seminary; Kenya Melvin University.

Part I

**WITH DR. MELVIN and LAY PASTORS
MINISTRY**

who he is and what he has done

1

Encountering this Ministry

Personal development & Organizational Growth

I met this ministry once I began teaching at Sungkyul University at Anyang in Korea. There were two schools in our denomination (called Sungkyul Evangelical denomination): one was accredited seminary by the government, another was non accredited but run by denomination headquarters. There were B.A and M.Div at accredited seminaries but only B.Th at non accredited seminaries of denomination. Both schools were there for producing the denomination pastors.

Once I arrived in Korea our headquarter of denomination asked me to work at Headquarter, first assistant director of Mission department, and later became Director of Mission Department of Denomination. I have worked there for around five years.

While I work there, I have a chance to teach at a denomination seminary which is right in the same building as the headquarters. The building was donated by one lady deaconess of church and used as a seminary classroom and headquarter office. So naturally, I was teaching at the seminary at night time just after my work in the daytime.

There is a slightly different story that actually many years ago I started theological studies at there, denominational seminary because it was cheaper than accredited seminary. But later on after a mandatory 3 years army life, I came back to school, it was my 2nd year of seminary, I found that the seminary was not accredited by the government so I stopped there and restarted at Sungkyul University and finished my B.A course successfully.

Anyway, I have taught pastoral care at the denomination seminary, because the school knows that I have studied pastoral care in Canada. I have finished M.Div in Canada, and prior to that I did M.Th at Methodist Graduate school in Seoul, so I had two master's degrees until then.

On the way teaching pastoral care at denomination seminary, my home school Sungkul Theological Seminary (later on they became a university) asked me to teach on pastoral care with an English book. I had taught with a Korean book what I had written right when I came back to Korea, but this time I was asked to teach with an English book. So I was looking for an English book on pastoral care. I tried to get it from many bookstores in Korea, but could not find it. Then I was looking at web-sites of theological schools and found one professor of pastoral care in Seoul. Then I went to that school, Asian Center for Theological Studies (ACTS), now it has become a university. So I met Professor Ruth Elsner. I could not remember her name's spelling exactly, because it was almost twenty-eight years ago, in the year of 1995. Even though she is not there anymore, I tried to meet the professor again afterward, but not there.

Anyway, the professor gave me the book, *Can The Pastor Do It Again?* (Copyright © 1987). Once we met each other, and said to me, "Korean church needs this book sooner or later." I found this is true

much later. I assumed that she had been teaching with this book for many years in Korea, so she understood the weak-points of Korean churches even when they are grown up.

I had taught students with this book, and they gave me feedback surprisingly, "Korean churches need this book and this ministry, so please translate the book right away into Korean language. We feel its urgency of this concept for Korean churches." It was shocking to me, and some sense of God's calling toward me about what to do for the rest of my life in the future.

Then I contacted Dr. Melvin, the author of the book, to get permission to translate and also to copy the English book itself. I had no idea at all about him and what he was doing. Just as I thought, he is a pastor at a local church. But soon I realized he started this ministry at one local church many years ago, and now he has been doing this ministry nationally and internationally already, I mean for the entire of the United States as a founding president of LPM Incorporated. He was gladly permitted to translate and to copy original books as well, agreeing with what I said, "Future of Korean churches depends on present seminarians." So I have translated it into Korean language along with his second book, *Lay Driven Church* (Copyright © 1997). Both books were translated in 4 years and published thousands copies successfully, also copied 1,000 books on each English book itself, so used very well for nearly 20 years.

While I was teaching with that book, I got feeling strongly and challenged for doing this ministry myself for churches in Korea, so I opened small Institute of LPM Korea at corner-room of one church where I was belonged to, and I was working for this ministry as part-time because I was associated pastor, so I have to work for church ministry as well, and soon later I jumped into full-time ministry

because too much demanded from many local churches, so I could not confine at one local church anymore. I am determined to do this ministry as my life-ministry. So I helped approximately 200 churches with this ministry for nearly 20 years. I have copied what and how the LPMI USA were doing, so started easily and moved smoothly and was successful in my point of view. You can look at more in detail how I have done this ministry at my first book, Reflections of the Lay Pastors Ministry, which is published in Kenya Africa in 2020.

through encountering this ministry personal development & organizational growth

As you see in some sense I am lucky to meet this ministry. Though this ministry I developed myself good enough and it affected to organizational growth.

I CAN READ KOREAN CHURCH WHICH MEANS THE WEAK-POINTS OF KOREAN CHURCH

Personal development of Byeong:

THROUGH getting this ministry, I have found what the weak point of Korean church. Korean churches are not related with this ministry directly, but they needed it. Why? They have done almost every ministry paradigms, every ministry projects in the world wide, so they were look for something happens, that's no way to get out from the hopeless current situations. They know they have problems, but no idea where to headed. So the Lay Pastors Ministry was given them hope, because they never thought seriously about laypeople last 100 years.

Organizational growth of LPM Korea:

HOW to helped churches through more deep understanding of Korean church, and also it effected to management of LPM Korea Institute. I am personally happy is ok for myself, but how to used it for our organizational growth? Our job as organization is to make up those weak-point and then help them stronger than before, than yesterday. Our organization and also staff are very newly, so need sound direction and goal of what to do, and need to know what they wants us as a national headquarters. We had clear purpose and goal why this institution exist for today. I am sure not only for Korea but also other countries need something new and something different approach and different paradigm. This is the homework in front our Institute. ●

UNDERSTAND MELVIN'S MATERIALS AND MORE DEVELOP TEACHING SKILLS AND ENGLISH RESOURCES

Personal development of Beong:

THROUGH studying myself on the resources, I was getting familiar with those materials and manuals of this ministry. Also, I have found that my teaching skill developed and sharpened. I had knew that I have some talent in teaching. When I was trained in CPE in Canada, my supervisor Dr. Muriel reminded me in public, so I was confident that I had it. Anyway, through using and teaching those things, my personal growth has increased a lot more than before. I never thought of teaching that much before, but teaching and training became my routine. Not only teaching in Korean but also English speaking has improved a lot. Through English-speaking teaching I really enjoyed myself. I was teaching on many occasions; seminars, pastors, lay people, lay pastors, denominational gatherings, theological schools, local churches, and so on. I have learned a lot through those experiences.

Organizational growth of LPM Korea:

STUDYING and using English books was wonderful for our ministry and organization as well. With those English resources we opened Training Center especially for Foreign students those who came to study from many countries, and more ministry went on through making PIF (PACE International Fellowship), and this was fellowship with foreigner more regularly and systematically, and this ministry make us stronger and led me to visit their countries; Thailand, Japan, Myanmar, Romania, so on. Our organization became more accessible to all the world, and I am sure we have done what we have to accomplish. ●

LEARNED HOW LPMI USA WAS DOING

Personal development of Byeong:

I am getting to know people in the LPMI USA. I needed to know who they are, what they are doing and how they are doing as well. They have done this ministry already for 25 years, so they have a lot of practical experiences and so-called KNOW HOW. I need it first. Those experiences are indispensable for my personal development. Getting to know more, it will be better for my personal development. That might be my personal goal and also personal purpose why I am doing this ministry. I have been trying to study all of their resources in every day, especially their Network News which is published four times a year, last 25 years. Mainly Dr. Melvin wrote what it is and what he had been doing

Organizational growth of LPM Korea:

As I was getting familiar with their resources and themselves at a personal level, I am used to adopting them into our organization, and our organization was getting settled down because we knew what to do, where to head, and their organization became our role model, and we had benchmarking. Their members, called board members as I figured out later they were incorporated, that's why they called them LPMI USA. . Melvin told me later to make it very hard, so LPM Korea called our member staff. That was good from the beginning, it was a simple concept, and continually we kept the name. Also, they were working not only for the USA but also for all the world, that's a worldwide ministry, so calling board members fit their ministry volume. But our case is just a small institute, and we study first by ourselves . The so-called institute matched our original concept, so we studied a lot of LPM resources as an Institute. ●

LEARNED HOW MELVIN WAS DOING

Personal development of Byeong:

Let me talk about Dr. Melvin himself and what he was doing. Since I got to know him, we have been communicating each other by phone and by fax. In those days, Melvin used fax and I used cellular phone and fax as well. Whenever, wherever I finished seminars I called him by my cell phone right away because I want to REPORT, but not only reporting him but also want to get his praise and feedback from him what I have just did it. Whenever I called him, he was at home and got my phone. It was used to do each other, and unconsciously it committed each other to do it, just like ritual. So we were talking constantly and constantly. This is what Melvin is doing for me personally. Through this ritual, I have learned how important regular reports are.

In the ministry, he was doing this ministry for about 25 years already once I first contacted him. I have learned from what he was doing. Above all, his long term ministry is interested in my attention. Because he dedicated all of his life to this ministry, so it was possible to come up to now. He tried trial and error constantly and updated and modified constantly, and he had seen the churches themselves and what developed resources they needed. His resources were distinctive and churches needed those resources, even though there are plenty of resources in the churches in the States.

Organizational growth of LPM Korea:

I tried to follow, and unconsciously I copied what he was doing for our organization. He didn't teach me a lot, but I think he showed me, and we followed his spirit and his philosophy. So our organization accepted his style and leadership without any problems and our organization moved forward smoothly because our staff believed him, and also they believed me as well as a leader of LPM Korea. ●

TRANSLATING SPEED AND SKILLS UPGRADED

Personal development of Byeong:

I had been translated some books on the preaching already because I have studied on preaching at Methodist Graduate School in Korea and also in Canada as well, so I thought Homiletic for a while at Sungkyul University in Korea. But through this ministry I have been translating, studying every day for Lay Pastors Ministry. There are not only two text books but also many Training Manuals and Re-equipping Resources by Dr. Melvin. I have to translate every paper into Korean. And it took almost more than 10 years to complete to translate all of them. Those resources are useful and useable for making our ministry was growing and making possible of two school in Nagaland, India and Melvin University in Kenya. One of what I have good done is to translate all of the resources into Korean so our next work churches more trusted on us. Not only for translating, but also I have done my finger-typing all of English materials to be useable, so in the end I made many Bilingual -English and Korean - resources and made Encyclopedia if Lay Pastors Ministry even though online and off-line as well. It is more than one thousand pages. I am still used the Encyclopedia here and there.

Organizational growth of LPM Korea:

I became more and more familiar with the English resources of using for organizational growth. Those works of translating was also giving people to be trusted our organization because our ministry is not sprung up from inside Korea but imported from the States. In those days some of parachurch ministries and organizations came from the States and people prefer to accept it because they believe in the church of the States and longing for following their style, so our ministry and organization was floating the wave, that's timing was good. ●

FOUND MY OWN VISION

Personal development of Byeong:

Through getting this ministry, I have some strong impetus in mind to do something for Korean churches with this ministry. As we know, human beings need vision and if they don't have it they will perish as the Bible declared. So I have got my own vision for my life and for my life ministry: Simply and clearly, "Helping Korean churches with this ministry." That's it and it cleared my mind deeply. Of course, only vision is not enough. I had visualized the schooling dreams all the way. I dreamed it, imagined it, told it to the people from our close staff to far third people, and I was thinking of it 24 hours and imaginary pictures of schooling were in mind constantly.

Organizational growth of LPM Korea:

There was a lot of preparation time, an interminable succession of hours, trouble, difficulties, disappointment, and endless trials and errors, but we could stay focused for that long to constantly visualize the dream end result and connect with my inner emotion together. Thus, we have done our job and were given completely, I mean almost all Korean churches have known our ministry, and we have trained more than 200 churches and produced approximately 1,500 lay pastors and even the Hallelujah church alone trained 1000 lay pastors through their inner PACE Training Center. Finally we made University 17 years later. During the 17 years, in 2015 Seminary in India, in 2017 Seminary in Kenya, and finally University in Kenya. Definitely people around couldn't wait and understand what we think of it, but even though they don't support and help, and encourage us, we have kept on going up to the goal. ●

MINISTRY MODEL BECAME CLEAR

Personal development of Byeong:

We need to model what we are going to do. A.k.a. benchmarking. My model was from LPMI USA, and no questions about it. I never thought of a ministry model before, and it was easy to get it from them and to modify it was my freedom. The Ministry model of LPMI was clear for me because I looked at them from the very beginning, What to think, How it started, How they succeeded and what they changed, and so on. Their ministry model became my bone, blood and flesh to excuse this ministry. It was important for myself to get accustomed and use those models, then naturally those energies overflow to our staff members.

Organizational growth of LPM Korea:

Our organization also needed a model, so we got it from LPMI USA directly. As they showed us, the system and structure of LPM Korea was adopted by them. And also Melvin wrote about the structure of LPM in the local churches, called LPM Leadership group in the church, and it was matched to our national office and management. LPMI had ministry leader Dr. Melvin, we are the national leader. They are called the president of LPMI USA, we are called the Director of LPM Korea. And they had 13~15 board members, we had 8~10 staff members. They had 5~6 Regional directors, and we also have divided 5~6 Regional sections, so our regional directors were expanded this ministry around that areas and introduced the probable churches and pastors, so I have visited its pastors with our regional directors, and through meeting together we got trust each other and I have their churches and giving whole congregation the explanations on the LPM. Then naturally, LPM/PACE Ministry jumped into those churches smoothly. ●

MY ACADEMIC LEVEL UPGRADED, AND NOT ONLY THAT BUT ALSO
PRACTITIONER, THAT IS EXPERT IN THIS AREA

Personal development of Byeong:

I am finding that I have grown up as an expert in my areas in working for this ministry, and also I have upgraded in my academic levels. Because I had to have grown myself in relation to our ministry and also to our staff. Our ministry were growing visibly, so it challenged me needs to grow and staff was hungry for something to eat academically and also in their practical skills and tactics, so automatically it challenged me to look for how to grow up myself, so buying books constantly and reading, studying, adopting, adapting, applying to our ministry, through this endeavor I have grown up both in theoretical approach and supported it by practicing.

Organizational growth of LPM Korea:

As I grew and enhanced my own leadership, it affected the our organization, LPMKorea. Not only our Institute but also our clients, e.g. our network churches, were growing. Once I talk about growing our organizations, it means LPMKorea Institute and network churches as well. Growing our Institute means growing our Network churches. That's my concept. I am growing, our institute growing, our network churches growing. That should be trios for the thorough growing. ●

2

Personal meeting with Dr. Melvin

Personal development & Organizational Growth

I have got to know the person, Dr. Melvin J. Steinbron through his book first. When I started teaching at Sungkyul University in the 1990s I have used his book *Can the Pastor Do It Alone?* Then I thought he is only senior pastor at one church in the States, but later on I realized he is doing the Lay Pastors Ministry for the States and for the world. I translated his materials and used for Korean churches last 15 years plus. In the International conference 2,000 at St. Louis, I met him in the face to face. He looked about late 60 years old, and he introduced me to the whole participants. It was first meeting with him and a few years later I have visited his home when I went to another conference. At the second visit to his house, Minneapolis, Minnesota, his wife was sick and lied on the bed. We, Melvin and me, talked about this ministry at his studying room at basement, the meeting was really helpful, and I was so encouraged at there. Since I committed myself to this ministry, talking with him was really practical and precious time.

Since I formally have begun this ministry in 1995, I was communicated with him almost every day, every moment, and he was my teacher in the beginning and later on he was my mentor in terms of ministry.

We were communicated through fax machine in those days, because no email to me and also to him, so we have used it easily, and still I have his fax letters, about 200 pages. In the beginning stage we talk a lot about this ministry, how to start, how to make leadership group for LPM Korea and about materials. He permitted me to translate all of his materials; two books, four manuals, and three reequipping materials. Actually he helped me a lot, I mean he loved me, and invested his energy, his time very much to me, so I can grow properly.

I don't think there is another kind of person like Rev. Melvin in the world, he really helped me, guided me and taught me. He never hurried and always listened to me very well, whenever I needed him he was there all the time, even when he was out of home I could talk with him on the phone. I used my cellular phone to call him very often. Once I finished PACE Training at a local church or any meetings, I used to call him by phone directly, and he enjoyed listening to my reports all the time and gave me other precious advice. He looked almost like my father.

Because of him, and through those close communication, my ministry went on longer until this day, 15 years with him and still we communicate with each other. We emailed each other for many years, but now he couldn't respond to my email because he is around 95 years old and surged a couple of times. He responded once in a while, then he said he reads all of my email but couldn't reply to every email, even though I don't get his response, I am still sending email every week as I used to do for the last 15 years. To succeed in any ministry, we need that kind of helper around us, and without this kind of help we cannot succeed.

He also developed good materials. I couldn't find those materials from

others, because he started himself, and he was doing the ministry, he knew what we needed to develop proper materials. Lastly, he has written 25 Letters to Lay Pastors, and still he is writing the Letters and many articles on the Network News of LPMI quarterly. I had to pick useful ideas and insights from those 15 years of Network News, translated and edited it and used it for churches and schools. They were really precious one I like to say it is the real flesh and blood of this ministry. Because through him, I can make success for this ministry, I try to give that kind of leadership to others, but it is difficult for me. I am not that kind of person, but I try it.

Then I contacted to Dr. Melvin, the author of the book, to get permission to translate and also to copy English book itself. I had no idea at all about him and what he is doing. Just I thought, he is a pastor at a local church. But soon I realized he started this ministry at one local church many years ago, and now he has been doing this ministry nationally and internationally already, I mean for the entire of the United States as a founding president of LPM Incorporated. He was gladly permitted to translate and to copy of original books as well with agreeing what I said, "Future of Korean churches are depends on present seminarians." So I have translated it also along with his second book, *Lay Driven Church* (Copyright © 1997). Both books are translated in 4 years and published thousands copies successfully, also copied 1,000 books on each of English book itself, so used very well for nearly 20 years.

While I was teaching with that book, I got feeling strongly and challenged for doing this ministry myself for churches in Korea, so I opened small Institute of LPM Korea at corner-room of one church where I was belonging to, and I was working for this ministry as part-time because I was associated pastor, so I have to work for church ministry as well, and soon later I jumped into full-time ministry

because too much demanded from many local churches, so I could not confine at one local church anymore. I determined to do this ministry as my life-ministry. So I helped approximately 200 churches with this ministry for nearly 20 years. Almost I have copied what and how the LPMI UAS were doing, so started easily and moved smoothly and was successful in my view-point. You can look at more in details how I have done this ministry at my first book, *Reflections of the Lay Pastors Ministry*, which is published in Kenya Africa in 2020.

I met right person and right book. Do I have chosen right one? Yes, generally I did. From the beginning I choose the Lay Pastors Ministry, of course it was given by God in the one morning which was through Dr. Melvin...actually luckily I met right person and right book which is suitable for today's ministry for all over the world.

Lets say a bit more of his ministry. Can people accept Lay pastoring? Those were questions and assumptions once College Hill Presbyterian Church (CHPC) in Ohio and Melvin's team started this ministry!

It was suspicious once LPM Korea started this ministry almost 20 years ago. We had the same questions, but it was a little easier to overcome these barriers because Korean churches were ready to accept lay ministry than other countries. Already a couple of para-church ministries arrived into Korea and also sprung up internally in those days: Especially Cell ministry, NCD (Natural Church Development), CAL (Called Awaken Laity). Mostly focused on the lay ministry. One day I met the national leader of NCD in Korea by chance, so we told each other that we are on the same boat.

Anyway, Lay Pastors Ministry is definitely one of the lay ministries. How to succeed? Melvin stressed that the first is to make a Ministry Leadership Group. Once Melvin made this group, 15 laypeople and 2

clergy (Melvin plus one more pastor). As you see, not too many pastors are involved in the leadership group. This is a kind of lay ministry, so it's better to be mainstream with laypeople, if not, they feel they are outsider, or marginal, so never gone for ownership which means they don't put totally themselves in this ministry then finally it becomes mediocre or fades away slowly.

He advised 8–10 people is a good number, so LPM Korea maintained the number of staff all the way. It was an excellent system. If there are less than 8, it is not enough to activate energy to run the ministry and if there are more than 12, it's difficult to make one mind for some issue.

In the case of LPM Korea, we mixed half pastors and half laypeople. Because traditionally we pastors are respected by lay people, and also pastors' decisions are credentialed by them. Of course in that situation, the hierarchy system has problems in terms of the Lay Ministry, and so lay people are not developed enough, and this is true. Anyway for a while pastors were the leading group everywhere, but slowly my team and our team have learned from LPM USA which is more ownership with lay people, and just a couple of pastors were advisory in the group, mostly the spirit of LPM USA led by lay people.

Then they have done, called "pilot project" for 6 months: just selected 5 laypeople from themselves, e.g., from the Ministry Leadership Group, so they do care for 5–10 people each, which means approximately 4-50 are people involved in PACEing. Can you guess what happened after 6 months? In one case, Charles thought first that to care for only 6 months, but he has done continually 7 years until he died; Person, the care-receiver of Charles, finally became caregiver, e.g., being a lay pastor. He received PACE from Charles, now he is caring with PACE to the others. It is a natural phenomenon if we do it

appropriately.

It happens everywhere in the Lay Pastors Ministry in the world. Let's say in our case, LPM Korea: longevity and transformation. In our staff, most of us were in this ministry for more than 10 years. Without any special case, they have done running to the finish line. That is true. Even still, 15 years old, still we are here. That is longevity. Many of the ministries don't go for that long. Usually they closed and ended in a few months, the longer one is in a few years, not over 10 years with the same vision, same people, same team, same effectiveness.

And we have changed a lot individually, in groups as well. We have grown up spiritually, academically, also in ministry through doing and involving in this ministry. Not only our National team, but also local church's pastors and their lay pastors. How do they do? They were concentrating in this ministry, meaning trial & error continually, and they are growing each other, lay pastors and their pastor. Also, their congregation sees with their own eyes what's going on in the church due to this ministry. So continually they are pushing forward this ministry. Sometimes they forget but never forget P.A.C.E itself.

personal meeting with Dr. Melvin

personal development & organizational growth

From the beginning I choose the Lay Pastors Ministry, of course it was given by God in the one morning which was through Dr. Melvin... actually luckily I met right person and right book which is suitable for today's ministry for all over the world.

DR. MELVIN J. STEINBRON

Personal development of Byeong:

As already known I got to know Dr. Melvin: first, from his book, and met twice in person; at St. Louis Conference in April 2000; and a few years later on my way to Yale Divinity School I dropped in at Minneapolis Airport, and he welcomed me at the Airport, and we went to his home together. Through fellowship with Dr. Melvin for 20 years until he died, I have earned a lot. As I wrote at other places, meeting someone is important for our lives. Since meeting with Dr. Melvin, my life has totally changed.

Organizational Growth of LPM Korea:

Through meeting him and learning from him has apparently affected our organization. I talk to our staff always after communicating with Dr. Melvin, so our staff sensed who he is and what he does, so we are sharing ideas to each other how to adopt and adapt Dr. Melvin know how to our Institute and for our network churches. As much as I digest his ideas, my knowledge was to flow to our ministry and ours was growing definitely. How much I grow has affected our organization, how much they grow and network churches are beneficial from our sharing these to them. ●

FIRST BOOK, CAN THE PASTOR DO IT ALONE?

Personal development of Byeong:

I got this book when I began to teach at Sungkyul University in Korea. The school asked me to teach on pastoral care at senior class, so I found and gifted me from one professor at ACTS (Asian Center for Theological Seminary). I read and taught students with this English book, then students asked me to translate, and also they said Korean churches need this book and this ministry as well. I have translated, published at bookstores in the market, and many churches used this book, I assume more than 5000 copies sold. Actually, my life and direction for the next 20 years changed. I helped thousands of churches, big and small churches, in Korea and overseas in the end.

Organizational Growth of LPM Korea:

Since I got this book in my hand, my vision was clear and I opened LPM Korea Institute. I invited people around me and introduced this book, and I was attracted to this book and its ministry. This book was the guidelines of our organization and the main textbook for the future. Our staff gathered and studied more in detail and developed it more deeply and discussed how to adopt and adapt this book into Korean churches. This book made us successful throughout from Institute to Melvin University today. I am sure our organization was successful which means we have done what should be done, in there this was the mainstream of all the phases. ●

HIS MINISTRY IN THE STATES AND BEYOND

Personal development of Byeong:

As we know, his ministry was beyond the wall, expanded to all over the world from the States. Many people in the world read his books and watch the Network News. In those days, there was no internet popular, also very rare of websites, so he sent the Newsletter here and there, and people got to know this ministry: some in Africa, some in Australia, Canada, Bahamas, and so on. I am the witness of what has been done, and how to.

Organizational Growth of LPM Korea:

So I brought his ministry expansion style to LPM Korea. Of course, once an overflow of energy is possible, I remember that I tried to make energy inside first. Keep the momentum was my slogan. Keep on running was our motto. Finally, our energy began to overflow visibly, so our Institute looked overseas, and we took on the action to spread, to export. First, our ministry is important in Asia; Taiwan, Thailand, Japan, Myanmar, Nagaland, then Canada, Europe, Romania, and so on. So our organization was growing inwardly for Korea, and outward for overseas. Definitely we used English manuals, books, resources, and I was glad to be used those resources what I gave done typing myself last many years. ●

LPM KOREA AND DR. MELVIN

Personal development of Byeong:

LPM Korea couldn't have begun without Dr. Melvin. He appointed me as a National Leader of LPM Korea on July 1, 1999. So LPM Korea formally began then. Of course, I have prepared for about two years prior to then. Anyway, from the very beginning, Dr. Melvin helped, guided, and gave me those bigger visions continually, constantly, and always. As I mentioned other places, he answered every day what I had questions. So my own growth, especially in terms of ministry, due to his help.

Organizational Growth of LPM Korea:

Those relationships with Dr. Melvin definitely affected the LPM Korea. Whenever I got something from him, knowledge, inspiration, insights, I transferred to our staff members in the office and outside. So they were third people from Melvin but almost just like the first people to meet Melvin because they know all I know from Dr. Melvin. This system was indispensable to the success of LPM Korea. So Dr. Melvin helped me, but eventually he helped LPM Korea Institute to grow and to succeed because the task was given by God. ●

MY MENTOR DR. MELVIN AND MY MODEL

Personal development of Byeong:

Why is Dr. Melvin my mentor and modeling? What do we mean mentor? We talked a lot about mentoring today. Teacher, coach, and mentor proceeded today. But the mentor is good at putting his name on me. He was a guide first and teacher, and he moved as a mentor to me. Let's talk from the beginning in terms of this ministry. Mentor covers many things: teacher, advisor, facilitator, and helper and caregiver. He did those things to me. As he had been doing for me, he became my model. I had several teachers last year, but Dr. Melvin was the top one for me. Especially I had no father since he passed away when I was 10 years old. Of course, I had a few old brothers, but brothers are brothers, they couldn't be replaced by fatherhood, so often I felt Melvin is my father, and I rely upon him.

Organizational Growth of LPM Korea:

As he was my mentor and model, our staff knew that I am following Dr. Melvin, so naturally our ministry model became Dr. Melvin, so they accept him not only as a ministry founder but also still as a model for our present and for the future. It was wonderful that LPM Korea had a ministry model from the beginning, so it was not difficult to be successful. How he became a ministry model for us. He did help churches from the beginning to the end. That model was excellent and workable. He did it as partners in ministry with churches. That spirit is marvelous, and that's why churches in the States accept him and his ministry without hesitating, because they believe he is there for their individual church, So did we LPM Korea. It's modeling. ●

HE DEVELOPED MANY RESOURCES

Personal development of Byeong:

Dr. Melvin developed many useful and usable resources. Before he published the first book, he had been in this ministry for about ten years for one main church were based and for other churches around, it means he had field experiences first, and he wrote the book. Before making a book he studied and wrote a degree dissertation on this ministry, actually it was on the PACE Ministry. Slowly he built systems called LPM from his experience. So he got practical resources first to do PACE ministry for productivity and effectiveness. From the publication of the first Textbook, training manuals, reequipping manuals, monographs, Essays, Dynamite Meetings that we can use for monthly meetings, on top of that he wrote many valuable and practical ideas, insights at LPMI Network News for 20 years. There are plenty of resources, and I can put the name in abundance.

Organizational Growth of LPM Korea:

Those resources made our ministry and organization of LPM Korea growing enough, that's why we began with full resources. The matter was, in the beginning, how we adapted those American styles into Korea. Once we decide to adopt it into Korea we need to digest and study a lot because mostly those training resources are adaptable to Americans, and it was a little awkward to import to Korean churches, so we have to localize. So our staff of LPM Korea have studied a lot and tried to transfer to the local churches in Korea, especially to the very rural churches which had difficulties with original concepts and languages. They loved this ministry and understood the basic concepts of the ministry and its spirit, so we both, local churches and national headquarters, have tried to solve these problems for many years in the beginning stages. In the end we were successful in transferring it to our circumstances, and local churches and our clients were satisfied.●

SECOND BOOK, LAY DRIVEN CHURCH

Personal development of Byeong:

Dr. Melvin wrote the second book 20 years after he began the ministry in 1978. He wrote the first book in 1988 which began 10 years later. He wrote what he has done in the first book, and he wrote what he has thought through the last ten years in the second book. In the second book, he wrote for pastors who are leading the ministry, because those pastors have to know not only in practice but also in theory and academically. Lay people need to know how to do PACE ministry, but senior pastors need to know how to do PACE ministry in the church systematically, and once PACE in the whole church it has to get some system, then it's possible to get the results that they expected.

Organizational Growth of LPM Korea:

And we LPM Korea also studied the second book along with the first book. Dr. Melvin said that, imagine two books as the pictures on the wall. Even one picture is perfect as good drawing, but when we look at two pictures, that's two books, we will get synergy. And we, staff of LPM Korea those who are approaching to the national level, we need to know not only in practice at field but also need to familiar with theoretical back up as well, because we are working for senior pastors, and often we had to teach and train them, so we have to go beyond the level of lay people. The second book gave us a lot of academic knowledge, and we can make school with the second book. ●

Part II

WITH DEVELOPMENTS

what and how has be done

3

Teaching in this ministry

Personal development & Organizational Growth

How do I have grown up to now? It's interesting to look back myself how I have been.

Actually I haven't growth very much before I met this ministry. I appreciated meeting Dr. Melvin and this ministry because it made me grow a lot.

First, I got growth through this ministry. It's challenging for me because it is new and heavy work to me I guess, but it was interesting too. However I didn't feel difficulty in this ministry rather I think I enjoyed it and in some sense last 15 years was happy working for good of the people. I was busy all the time; visit churches, make newsletter weekly, monthly, quarterly, even yearly journal (150 pages), and staff meeting in the office, and out there as informally so I have learned a lot from the ministry duty itself.

Second, I have grown up through mentoring of Dr. Melvin J. Steinbron, the founder of LPMI and my personal mentor from the very beginning up to now, last 15 years; even sometimes we had personal international call. He was really good to me so I am here what I am today. When I met first time, I was really a novice, I didn't know

anything about ministry world, but through him my eyes was opened, I could see churches and ministry all over the world. I found if we want to grow, we need mentor who help us individually and also in ministry. Through him I have developed more materials which was based on his original material, and have learned how to manage this ministry in the office and out there to churches, he guided me sometimes while I didn't know which direction is correct, I have believed him because he had a lot of experiences than me, he had 30 years and I had only 10 years of ministry. Of course sometimes he confronted me which was not very often, once in a few years, I remember twice in last 10 years.

Lastly, I think I have grown up through challenges, difficulties from inside and also from outside. We know that failure is the mother of success, but I can say here that challenge is the cousin of growth. So we need it, and for me sometimes I made challenges from myself, perhaps it was enjoyable, I am a kind of risk-taking person, so it made me growth.

teaching in this ministry

personal development & organizational growth

MY TEACHINGS

Personal development of Byeong:

Through this ministry work, my teaching level became very high. Of course, I had been teaching at theological school before I came to this ministry, but after I began this ministry, my teaching was visibly different. I had to adapt any occasions, anywhere, anytime because I had to meet various clients, sometimes pastors group, some lay people, some professors and all of their needs were distinctive, some needed how to train lay pastors, how to evoke the whole congregation, some needed only English resources because they have studied at other countries, some need how to motivate, some need how to manage, and more wished.

Organizational growth of LPM Korea:

Through my teachings here and there, I see our organization is growing because after teaching here and there, I reported what it was to our staff, and I shared with them everything I had. Teachings were important to our ministry, and it became my primary job to do. Also on the other hand it is related to income for running our organization smoothly. For instance whenever I visited or invited to be teaching there, they used to pay for my teaching, and not only for my teachings but also buying our resources, books, manuals, reequipping resources, so they pay almost triple what I expected. Sometimes I go and teach at PACE Training Center in Hallelujah church, they also pay me well. So I am glad to come back to the Headquarters of LPM Korea because I am bringing enough money. ●

STAFF TEACHINGS

Personal development:

I found that our staff were so happy once they had a chance to teach at local churches at regional conferences and nationally. I have thought for many years that once they teach they can grow because in preparation they are looking at ministry resources, materials again and digesting a bit more, so through those moments they are growing consciously and unconsciously. That's natural to human beings. Also they are working hard for this ministry, so they need to be rewarded for their hard work. I couldn't pay salaries physically, so giving them the chance to feel achievements and self-esteem, that's why I had given them those opportunities as much as I could.

Organizational Growth:

They teach, they love this ministry, and our ministry was growing and automatically our organization was growing steadily. That's our strategy, and tactics as well. Experience in teaching them gathered information from clients about what our organization needed, so there was a win-win, the staff were happy and our organization was growing automatically. Those things make our staff stay in our organization longer and longer and are satisfied constantly. ●

TEACHING AND EQUIPPING

Personal development of Byeong:

Teaching and equipping are totally different. I was saying that teaching, training, and equipping are different and move from 1-2-3.

Teaching is functioning in the classroom of school, then training is to train what we have learned from the classroom to be usable, and equipping is to check out what we have learned theory, practicing, and prepare to launch, just like an airplane to take off at the runway of an airport. I have learned the word 'equipping' once I started this ministry, and from the very beginning I read this word at every resource of Dr. Melvin.

Organizational Growth of LPM Korea:

Also, our organization, our staff, our network pastors opened their eyes to the meaning and concept of equipping, so since we have realized how important this terminology we used 'equipping' continually and constantly to the end. Also, I am equipped to make this ministry more productive and effective, and teaching itself is not sufficient. It was important for me to be an excellent equipper so people out there more believe and trust in me as national leader of the ministry. ●

PASTOR'S SHORTAGE OF EQUIPPING

Personal development of Pastors:

It is interesting to find that only a few senior pastors have trained their lay pastors by themselves. Most of the churches contacted me and invited me to come to their church and train their lay pastors, so I did come and equipped them for more than 300 local churches in Korea. Why the senior pastor couldn't train those lay pastors by themselves? Why not? Only one senior pastor and a few of our staff pastors have trained by themselves.

First, those senior pastors are not fully aware of the Lay Pastors Ministry. They don't know what it is and on top of that they don't have a concept in equipping, because they have never heard about it and never learned from the previous learning. PACE Training is not traditional teaching at all. It is equipped which means they are ready to fly because they have learned, been taught, but they don't know how to. Equipping means to show how to fly, how to use tools that they already have, so the traditional pastors don't know how to equip and even don't know how to motivate them to get out for flying. They have prepared a lot before but the final helping of the lay pastors is a bit of shortage, so they called me to help out

Organizational Growth of LPM Korea;

And also they don't know what to do after my equipment for them. This is also a barrier for them to overcome, but this is also very challenging to the pastors because their lay pastors are prepared differently than traditional. They are ready to do proactively, not passively just like before. Lay Pastors are really upgraded through my equipping and individual field experiences, much different than previous activities. Then our organization approaches their church as a group, team staff members are helping them in this stage by regional and national conferences, and so on. ●

OVERSEAS TEACHINGS

Personal development of Byeong:

I have taught many countries with this ministry. Firstly, I began to attend St. Louis International conferences in the States, it was in April 2000. It was already 23 years ago. Fortunately, I had a chance to talk for a few minutes to the workshop group. Since then, I was familiar to teaching in English at overseas as follows:

2001: Minnesota USA,

2002: Pennsylvania USA. Romania. Thailand. Pakistan. Japan.

2004: Alabama USA,

2005: New Jersey USA. OMSC New Haven,

2006: Yale Divinity School. Houston Texas. Toronto Canada

2008: Kentucky USA. Calgary, Canada, 2009: Yangon Myanmar.

2010: St. Louis USA.

2011: Cambridge University, and Oxford University,

2012: Wycliffe College in Oxford

2015: Nagaland India, 2019: Nagaland India

2020: Kenya Africa (December 23, 2020-April 25, 2021)

GROUNDbreaking,

2021: Kenya Africa (July 28 – August 25) INAUGURATION

2021: Kenya Africa (November 26, 2021-February 10, 2022)

GRADUATION.

As you see, I have various chances to visit there and talk, preach and teach. It was familiar for me to fly and teach them.

Organizational Growth of LPM Korea:

As I fly many times, we, staff of LPM Korea, visited Japan, Thailand and other countries to teach this ministry together. It was another joy to fly together and co-teaching at other countries, new places. Through these experiences we were tied together and shared vision for the overseas ministry, extended and expanded continually, and it gives churches in Korea more credit for us and more trust in our ministry. ●

TEACHING and MOTIVATIONAL SPEAKER

Personal development of Byeong:

What is the difference between teaching and motivating? Definitely our ministry is more stressing on motivation than teaching because equipping is related to motivation. Generally we have taught a lot, but motivating them was rare. Teaching in the classroom and motivating in the pulpit? Yes it is. Some preachers are teaching at the pulpit, but people want to change themselves when they listen to the sermon. Teaching a sermon is not very effective because its target is the listener's head, but motivational preaching targets their mind and heart, so it evokes their innermost. Some are talented and motivational, others are just teaching. Definitely I am talented on teaching and people enjoy listening but once I have opportunity to teach Lay Pastors Ministry I am totally to change motivational style, motivational approach because they need to be motivated. And through my motivational approach, seniors know what I want for their lay pastors.

Organizational Growth of LPM Korea:

Our staff also changed from teaching concepts to equipping paradigms. Our staff slowly changed equipment and motivational style, so I have often found they were trying to be motivational once they speak at conferences rather than just teaching. That's also one of the products after their growth. ●

4

Translating those resources

Personal development & Organizational Growth

I am grateful to Dr. Melvin that he developed very useful resources, but I had regretted that we couldn't use them fully. He has done what he has to do, so the rest are upon us.

First, he wrote two text books: 1) *Can the Pastor Do It Alone?* 2) *Lay Driven Church*: and four manuals; *Startup Manuals*, *Training Manual*, *Supporting Paper*, *Leader's Manual*: and three re-equipping materials; *Monograph*, *Dynamite Meetings*, and *Essay*. Recently he developed about 30 *Letters to Lay Pastors*. I and others tried to develop additional materials but mostly based on Dr. Melvin's concept and philosophy, and also on his ministry.

Let me talk about the first book. He has been started this ministry at CHPC (College Hill Presbyterian Church, Ohio, USA), there he made outline of the book because he has written from what he has learned from the actual field experience, then he has written *Doming* dissertation at UTS (United Theological Seminary, Ohio), later on his dissertation changed into the book, *Can The Pastor Do It Alone?* And it has been published in public. Then it translated into many languages, even in Korean from LPM Korea Institute.

Actually it has been written for lay people because it says how lay people are doing PACE as a lay pastor. And it contains a lot of

illustrations which are from other churches, and other people, their stories on the ministry. It is really helpful for lay people to understand how they were, and how they are doing in the near future. It has been used for 35 years in the States and 15 years in Korean and now in the PACE International Seminary (PIS), Nagaland India.

His second book is Lay Driven Church which is more theoretical and academically. After many years in Lay Pastors Ministry/PACE ministry itself, Dr. Melvin needed a book of more on theory for senior pastors who lead this ministry. The first book is for lay people so the leader, mostly senior pastor, needs to see two books at the same time. They are leaders of the ministry, so need to know not only practical aspects but also theoretical aspects, and deepen their knowledge for the ministry.

The four manuals: 1) Start-Up Manual; 2) Training Manual; 3) Supporting Paper; 4) Leader's Manual. We need to look at the manual of start-up. Before this ministry, pastors have to read it, and they know how to start. It is essential to read it. If they don't know the process from 1 to 10, they are not sure about the process, so they might be embarrassed very soon, so read and familiar with that process. Training Manual derived from the first book, but more structured, so need to look at from module 1 to 12. If he trains with this manual directly it's wonderful, but only a few pastors trained by themselves out of 200 churches in Korea. Mostly they requested to the Headquarter, LPM Korea Institute, so I go to their church and train their lay pastors, even though I visit there, the senior pastor would better know what's in the Training Manual before the training session.

And there is the Leader's Manual. This is more pages (80 pages) than the Training Manual itself (34 pages). This Leader's Manual is really

helpful to the trainers themselves, and we LPM Korea have translated those materials into Korean and used them very well. I have read the Leader's Manual many times in Korean and also even English. There are many flesh and bloods for doing and leading the ministry, so Dr. Melvin made them very well.

Also he wrote three re-equipping materials: Monograph; Dynamite Meetings; Essay. Monographs are good for the beginning stage, I mean the first 6 months, and they would better use it at re-equipping sessions. Many honeymoon of the ministry is over in a few weeks, or in a few months or so, they need to re-chargeable battery, this re-equipping is that battery, and time to time, need to use Dynamite Meetings for reequipping at monthly meetings and can read Essay at home or group meeting, and discuss each other. Lastly he wrote Letters to Lay Pastors. We may find that this looks like a very personal Letter. Once I read them, I opened my mind and eyes again.

Also I suggest that you read Network News that has been published quarterly which has done for the last thirty years. Mostly Dr. Melvin wrote many and all of the stories in the ministry field and his experiences, his insights, so we will get a lot of Ideas for our own ministry, I am still reading and reading, and using them.

TRANSLATING THE FIRST BOOK

Personal development of Byeong:

While teaching at Sungkyul University with Melvin's First book, I began to translate the book. I have translated the first draft and printed about 200 copies and used it here and there, also taught at denomination seminary with the book. That's the really first translation. On the way using the book for several seminars and pastors teaching, finally the book went into the David Kim's hand, the senior pastor of Hallelujah church, and he told the book need to modify and translate a bit differently for using lay pastors in Korean churches, so he and associates pastor did that work for a while, and finally it was published at a church related publisher, it was 2000 copies. And it is used by many churches and sold at public bookstores all over the country.

Organization Growth of LPM Korea:

Through the excellent published book, our ministry was blossoming continually. The book was used for a few seminars at Hallelujah church, national conference, theological schools, our training center, Hallelujah PACE Training center, so 2nd and 3rd printings continually. Through the book, I had a chance to write columns at Christian newspapers weekly for two years and this ministry exploded in Korean churches finally. ●

TRANSLATING THE SECOND BOOK

Personal development of Byeong:

Dr. Melvin's second book, "The Lay Driven Church", is also important. I read both textbooks several times, and I felt the need to translate the second book as well. Throughout translating this book, I have learned a lot to Lay Pastors Ministry Theoretically and academically. Dr. Melvin wrote this book since he began the ministry 20 years ago, so he tried to put theoretical aspects of the ministry, and it made us grow abundantly to manage as a leader, as a senior pastor of a local church.

Organization Growth of LPM Korea:

We, staff of LPM Korea, have studied with this translated book more deeply for many days, and used it for pastors' gatherings, also at theological schools. Those students need to digest those two books for their future ministry. This book was also published at the expense of the publisher themselves, so we never paid to publish those two books, and they distributed the books at bookstores. ●

TRANSLATING THE MANUALS

Personal development of Byeong:

There are manuals that Dr. Melvin developed: PACE Training Manual, Supporting Paper along with Training Manual, Leader's Manual, Startup Manual. I have translated all of those Manuals and used 20 years for Korean churches. I was very helpful, especially Leader's Manual helped me personally to understand the Training Manual, and gave me plenty of extra information and insight for my equipping to lay pastors. And Startup Manual useful for local churches themselves how to start this ministry at their church.

Organization Growth of LPM Korea:

After translating those manuals, our staff have studied them and familiarized themselves and used the next many years for equipping at churches and from time to time we together used them as co-teachings. ●

TRANSLATING THE RE-EQUIPPING

Personal development of Byeong:

Dr. Melvin developed several reequipping materials: Monograph, Essay, and Dynamite Meetings. I have translated all of them, 13 Monographs, 22 Essays, 25 Dynamite Meetings. Monographs were very helpful to do this ministry deeper and more systemically, so I used them when I visited network churches. That's really short writing about Dr. Melvin found from the ministry constantly. Essay is also helpful to strengthen the ministry at local churches, and Dynamite Meetings are the training resources at the monthly meeting of lay pastors.

Organization Growth of LPM Korea:

After completion of translation, I gave it to our staff one by one, and they used it freely when they visited-teaching at local churches and from time to time were taught together at seminars and conference workshops. ●

TRANSLATING THE NETWORK NEWSLETTER

Personal development of Byeong:

LPMI Network Newsletter was meaningful to my life. Of course Dr. Melvin's two text books and other manuals are valuable and useful for our ministry, but the Network Newsletter was distinctive. Melvin wrote many things in the Newsletter: News updated, his equipping schedules, insights, ideas, near future plans, and so on. Because he wrote on a daily basis, the insights and ministry ideas were really alive. So I have translated all the Network Newsletter, which was from #1,1987 to his death, 2017. Almost 30 years he wrote and published. I have translated all and made PACE 52 WEEKS (Vol. 1 to 7), and Daily Melvin 365 Readings, and finally I made an Encyclopedia of Lay Pastors Ministry based on the Network Newsletter.

Organization Growth of LPM Korea:

Through my translation of the Newsletter into Korean, our staff and most of our next churches got the fresh and updated resources. Also, we LPM Korea published the newsletter in the same style, 8 pages quarterly. ●

DEVELOPING PACE 52 WEEKS

Personal development of Byeong:

I have made a book, PACE 52 Weeks, from Network News of LPMI USA. It was really invaluable resources for us and for the ministry. Dr. Melvin wrote many insights and ideas which he got from field experiences, so those insights are really practical and necessary materials for our daily ministry. I made 7 volumes of this book, so 364 insights and ideas all together.

Organization Growth of LPM Korea:

Whenever I make any resources, I distribute to our staff first, and to check whether it is useful, and workable? So they give me feedback on how to use it and where, when to use it. This PACE 52 Weeks booklet gave him more resources and gave him more confidence in our resources for the ministry. ●

DEVELOPING THE DAILY MELVIN 365 READINGS

Personal development of Byeong:

I made the 'Daily Melvin 365 Readings.' He developed many resources from the book to even short papers, and a lot of things in the Network Newsletter, so I selected 365 insights and made them for reading every day, so full one year to complete the readings. Actually I had this idea from the Daily Drucker which is the management father Drucker wrote many books, more than 30 books, and his followers, especially the professors, presently selected 365 ideas and edited The Daily Drucker. I have followed exactly what they have done, and I even made Daily Byeong 365 Readings as well.

Organization Growth of LPM Korea:

I am using this Daily Melvin for Facebook, and on my blogs, so many of those who are interested in getting those daily ideas and insights very well. Because they couldn't get all of Melvin's resources in hand, so only this one comprehensive book is enough for them. ●

5

OPENING INSTITUTE

Personal development & Organizational Growth

First, LPM Korea. We formally started in July 1999. I have prepared for 2–3 years before formally launching. I trained a couple of churches with PACE, and among lay pastors a few people started with me. Furthermore, I can say three stages in our staff: we called ourselves “staff” of LPM Korea. First time, 3–4 laypeople came and started together, actually they are founding members of LPMKorea. I trained them at their church, and they became our staff. Soon I mean they understood, and they think this ministry is meaningful, and through this they might grow, so they came and still stay with this ministry for 15 years, for longevity.

We met together almost every day and every week, talking about this ministry, vision, practical strategy for local churches and national level. Through one staff member, Rev. Lee, another person came to our office, he was working part-time at the Christian Newspaper. Actually then he came to interview with me about this ministry, we talked a lot about the ministry, and finally he became our staff. Through him, I can write columns in the newspaper of this ministry every week regularly for the next two years, almost 100 times as many columns..., of course with my photo, people got to know who I am and what I do for churches. Through his help, we can advertise our seminars and conferences. And one day, I got a phone call from a publisher that told me they want to publish my translated book of Melvin’s, Can The

Pastor Do It Alone? Then I told them I don't have money to publish, so they said they can publish with their pay, so it was published smoothly.

At the final stage, Dr. Sangbok David Kim proofed the whole manuscript and then published 2000 copies at first. It was 14 years ago, in the year of 2001.³After LPM institute open in Korea(July 1999), the first national conference was held in 2,000, and the following year we published formal book and sold in public, e.g., our books jump into every Christian book stores in Korea, therefore, many people got to know this ministry.

Through columns of every week, book published, seminars here and there, and communicates quite often with Melvin, our ministry was growing, and right after conference of Hallelujah church, they opened PACE Training Center in the church, so next 10 years they trained and produced more than 1,000 lay pastors. After conference, pastors David Kim himself taught pastoral staffs, Elders group and deacon/deaconess group in turn, most leaders of the church understood what the Lay Pastors Ministry with PACE was .After they have officially opened PACE Training Center aftermath.⁴

At Training Center, they trained twice a year, spring and fall semesters, and fifty people are in each term, so formally produced 100 lay pastors every year. I have visited once a while and taught them with special topic, so the Center and our Institute was cooperated very well. Once we held our Institute national conference we invited those teachers from the Center, and they gladly came to teach some workshops. Especially senior pastor David Kim and Elder Lee were really helped our conferences. while we were cooperated, two people from Hallelujah Church involved in our Institute; Rev. Jongtae Kim and Rev. Kwangseop Jung.

Rev. Jongtae Kim was a chief associate pastor at Hallelujah Church and Rev. Kwangseop was a deacon. As they joined our Institute, we grow together; even Rev. Jongtae got Doctor of Ministry of Lay Pastors Ministry from the Fuller Theological Seminary, Pasadena LA, USA. He has a lot of experiences from Hallelujah Church so he putted excellent resources into our Institute, we got many benefits from him, and we were teaching together every seminar, conferences next many years, and he came one of the professor at PACE school, Nagaland India.

I guess three or four years later, our Institute needs to open our own Training Center, so we opened separated room which is attached to the National Office we have trained many pastors and also lay people there. And some of foreign students who are studying in Korea came and trained with Melvin's first and second books, Lay Driven Church. It was small fruits but very significant for the future ministry. At Center three important people came and studied together; Rev. Park, Rev. Jang and Mrs. Rev. Jo. For instance, one day Rev. Park called to our office because I have translated 2-3 Preaching books into Korean, he saw books at the store and called me the man who translated those books. He wants to know more about preaching. He came and talk, then he got to know about this ministry, and trained at our Center, then he became our staff very soon, he still works with LPM Korea. He is very talented person whom exactly we needed for upgrade materially and strategically.

Rev. Jang, and Rev. Jo. These two people are very precious for LPM Korea. I already got to know Rev. Jo. She was studying English Bible many years ago with me, and still had a good friendship with each other, I invited her to join our ministry, soon she took Rev. Jang who was classmate at Westminster Graduate University in Korea, and actually three of them came into our group at the same time.

Through them our ministry almost blossomed. They have developed nearly excellent materials and resources, even Rev. Jang made 350 pages of Power Point from Melvin's second book. It's amazed. We still use his slides in Korea and School in Nagaland India.

OPENING THE OFFICE

Personal development of Byeong:

Soon after visioning myself in this ministry, I started this ministry from corner room of the church where I was part-time pastor. And around one year later, I have rented small office in town and began my work as full-time. We had Opening Prayer time once we had the office.

I came up to office 8 in the morning and left office 6 pm. I began to write and make weekly newsletter, and sent 50 churches, then 100 churches, then 150 churches. Through those newsletter, pastors called me and some visited my office because I was in there whole day. There was a full-time volunteer staff in the office, and she managed everything inside.

Many people and churches got to know who I am and I am doing for their churches. I was enjoyed very much taking with our staff, pastors, and laypeople as well those who visited me in those days.

Organization Growth of LPM Korea

Our ministry started well and moved forward nicely and wonderfully. Everyone was happy about our ministry and also about my leadership style. ●

STARTING SEMINARS

Personal development of Byeong:

Right after opened Institute, I started to visit equipping seminars at local churches. As Dr. had been all the way, I followed his style of visiting each church and conducting equipping seminars for Lay Pastors. First Church was one that I am familiar with and senior of my denomination. Around 100 members are attending there, and the pastor called me to come for seminars, so I went to his church on Wednesday evening service and told the whole congregation, after services about 15 people left and asked me to come every weekend for one month. So I have seminars very well, and commissioning services and lay pastors began PACE ministry and PACE Ministry in that church for the next 3 years. Was successful at the first church.

Organizational growth of LPM Korea:

Through the experiences of those few churches, our staff opened eyes and saw how it is going. And a few months later, when I went to an equipping seminar at local churches I was taking one or two staff members with me, and we were doing co-teaching together, and through this system our staff have grown up and are proud of being a member of LPM Korea. ●

RE-VISITS SEMINAR

Personal development of Byeong:

My commitment is to visit again and help them continually until they are setting up. Once I leave the church after the equipping semester, I promise to the senior pastor we will help your church always, not only one time. So mostly I visit their church every three months. In three months they have used what I taught them and time to burn out or be less interested in the ministry. So both of us agree that revisit is definitely necessary, and I am using Dr. Melvin's resources for re-equipping sessions.

Organization Growth of LPM Korea:

Through my visit to them continually I am taking some of our staff and teaching them together and those churches were happy we are showing up there and have fellowship with our staff and with our Institute. ●

UPGRADING INSTITUTE

Definitely, our organization was growing and upgraded through my teaching out there. As I grew practically, theoretically, and academically, it affected the growth of the Institute.

What's that mean of growing? My satisfaction and accomplishment will come true, and it turns into reality. If there is no growth and satisfaction, people will get discouraged and less worthwhile in their life.

Human beings need to grow, then the organization where they belong will exist, and they find why they exist.

Without it, no need to be here, on the earth. Through growth and satisfaction, we feel self-esteem is very high. Without self-esteem, it feels useless to exist. ●

REGIONAL CONFERENCES

Personal development of Byeong:

Regional conference was a significant event of the growth. We have divided several regions of Korea for regional approaches, so from time to time we held regional conferences, this is also a benchmark for LPMI USA. So about 7 to 10 churches in the region gather at one church and do just one day's conference. It was an exciting and fruitful event in the region. Lay Pastors and its senior pastor came and joined with other churches, and it was a good experience for us, the headquarters of LPM Korea. A few Institute staff went with me to the conference and speaking to them was another enjoyable moment, and through those moments we grew together.

Organization Growth of LPM Korea:

As long as we held regional conferences continually we have learned many things and through the regional development the national ministry was growing as well. ●

LONG-TERM PLAN

Personal development of Byeong:

I can't avoid the long run and long-term for our ministry and for the future. I am sure every ministry leader in the world is wrestling with this issue.

For me, around the sixth year of LPM Korea, I was worried about the future of the ministry. How is going to the landing spot? Where is our landing eventually? Actually I found some of Parachurch ministry was closed down, and some changed the course toward secular companies, or to publishers. By the way, some were long run, for instance Billy Graham made Seminary in the States and still school is going ok even though he left this early life.

In our case, we have been helping churches so we can't transfer to secular companies and neither to be publishers, so the last option left schooling. So I told our core staff members about this issue.

Organization Growth of LPM Korea:

Some of our staff agreed about my struggles and dream for the future, making the school, but some others were not sure how to do it. Anyway we made school and finally Melvin University as well. Mostly happy about this accomplishment. ●

6

STUDYING FOR MY DEGREE

Personal development & Organizational Growth

A Ph.D. candidate from Korea searched the Yale Divinity School library for books on lay pastoral care. He found many on TCT but very few on implementation. They have two more now because he gave the library copies of my two books, *Can The Pastor Do It Alone?* and *The Lay Driven Church*. When you get to the nitty-gritty, you are entering a where-you-never-get-done land, an un-charted frontier, a hard-to-get-your-mind-around-it requirement, an always- needing-improvements state, and an endless-adaptations desert.

Lay pastors need to know specifically what a lay pastor does. Someone has to design a structure for the ministry, prepare the equipping curriculum, en-list teachers, provide resources, set standards for lay pastors, plan for sup-port, accountability and maintenance, develop a congregational culture favorable to lay people doing significant ministry and much much more.

A research project reported that only a small percentage of clergy feel cap- able of moving from concept to implementation. There may also be a small percentage of lay leaders who feel capable. If you are stumped with either the concept, theology, and theory, or, with how to do it, contact LPMI.

Tip: The scriptural quotations in the treatise are indicated by quotation

marks around italicized words, e.g. "Peter, an apostle of Jesus Christ." To encourage a study of these quotations in their respective contexts, sometime soon a listing of the references corresponding with the quotations will be available. - *Dr. Melvin*

That is really hard to keep people in those deserts! Then we can find what the real leadership in the midst and need to find how to keep them go through under those circumstances.

In a word, people need to go through those difficulties. Surely most of the people don't like those terrible procedures. What's going to happen to those people in the desert? They will learn perseverance, and realize who is God more than before, and they can see and to check themselves where are they? in the spiritual status, so on. So it is actually precious time to see themselves again.

Let me give you my personal illustration! Around 6 years of ministry, I felt we have done what we have to do as an Institute; we have helped Korean churches a lot as we promised to God, and had a lot of experiences, satisfaction with what we have accomplished. I felt strongly that we need to change something. It was when I was at Yale Divinity School in New Haven. Of course, before I go there, I felt it already, and I have decided something while I was there. My conclusion was to change our Institute to school. It was in the year of 2006. Since then up to now, I was wrested to make school all the way. I told people in Korea and overseas that only as an Institute is not go a long way and will die sooner or later just like many para-church organizations in the States, also in Korea. I warned and persuaded them to consider making school for longevity.

Once I talk to our staff in Korea from Yale Divinity, mostly surprised. They sensed something already that we have problem in the present ministry, so need to change, but they did not think to shift Institute to School. I focused on not only Change but Transition their mind-set.

To prepare for schooling takes a lot of time and energy, also it's hard to change their mind to open to new venture what we have never been there.

Anyway through the long journey, for now (in the year of 2020), we are trying to shift Seminary to University in Kenya, Africa. Seminary in Kenya started with John Ogillah in 2017, and now time to change something. I felt we need not only Change but Transition for upgrading to Melvin Theological University. Transition needs to take people here to there, so we are definitely in the Neutral Zone now. I talk a lot about this with John Ogillah, the Principal of LPM Seminary in Kenya.

I have visited overseas seminaries. Among them, theological schools in the United States and British and were clearly different. While American theological schools were absolutely sympathetic to the church's real needs and trying to meet them, British theological schools seemed more interested in Bible studies, especially Old Testament studies, than church reality. So American seminaries were interested in church revival and taught students that way, while British seminaries seemed to focus on research itself rather than practical.

Here, I will focus on the two representative schools. First, the Cambridge University Divinity School (CDS) in the United Kingdom. I went to the library of Cambridge University's Divinity School, but there were fewer books than I thought, and moreover, books in practical fields were almost out of interest. I think each of them will have a book in the central library of the university, and each professor has books in his own office as needs. Anyway, I thought it could be because it is an Anglican-centered school.

I met with Jeremy Morris, dean of King's College at Cambridge University, and talked more deeply, and Jeremy was able to talk easily because we knew each other a bit before I arrived. He also said that he is also a member of the Anglican Church, so he has no choice but

to follow the atmosphere and direction of the denomination, conservative church.

However, it was not without an evangelical seminary. For instance, Ridley Hall College was close to the College of Divinity. It was not a school affiliated with Cambridge University, but it was a specialized institution for training Anglican pastors. Ridley Hall is also famous for the school where Rev. John Stott graduated. He studied there, was ordained as a pastor. It is also well known that he was invited to be the dean of the Ridley college when he was pastor at All Souls Church, and he refused to devote himself to the church ministry.

Oxford University also had a similar atmosphere to Cambridge University in the field of theology. As a result, churches are bound to be affected by this. It will be really difficult for students who have been educated at such universities and have seen sermons in such an atmosphere, to change their minds to ministry and church growth after graduation. In fact, I attended church services where pastors who graduated from such prestigious schools were in charge, and they were not able to escape the framework that they have learned at school. It was a sermon far from the growth of the church, and it was such a pastoral mindset. In a word, it was "teaching" rather than preaching.

As a result, churches that abandoned what they learned and studied on their own were revived and grown, and those churches were doing well because they were good rumored in the region, and hundreds of people attended the Sunday service, and the sermon was evangelical, impacted and motivated.

NEED THE DEGREE

I found that I need Ph.D. degree continually, especially thinking seriously about making school in the near future. Prior to that once I was working as a mission department at denomination headquarters, I was then Director of the department and I traveled to many countries in Asia to meet our denomination missionaries.

So I thought I could do Doctor of missiology because I am doing mission work in the field, that's mission management, and I cannot leave my job for years, just was possible to come up to the school once a year or so, that's possible for D. Min and Doctor of missiology. So I applied to UTS (United Theological Seminary) in Ohio, USA. They gladly accepted me as Doctor of Missiology and I have done my first semester.

By the way, one day I discovered a certain brochure and wrote, it is possible to get a PhD if we have D Min or D. Miss. That was the Graduation Theological Foundation in Indiana, USA. I don't need to go and stay fully but come up there once a year or so for 5 years. And also they were coworkers with Oxford University in the UK, and it was fascinating to me.

I have done almost seven years with them and finally got Ph.D. That was really a miracle for me to complete Ph.D. in my life. If not the GTF I couldn't get a PhD forever, and also I have met many wonderful professors at Oxford and my dissertation advisor was Dr. Vincent at Kellogg College in Oxford University. Through those events my life was totally changed and upgraded. Thanks all. ●

DISCOVERED GRADUATE THEOLOGICAL FOUNDATION

I have discovered the Graduate Theological Foundation of Indiana from one brochure. The Graduate Theological Foundation (GTF) is an American nonprofit interreligious institution of higher learning, originally founded in Indiana but now centered in Sarasota, Florida. Unlike traditional residential theological schools, the foundation focuses on continuing educational opportunities for practicing ministry professionals, administrators, and academics who want to pursue advanced degrees while retaining their current position.

Students and faculty reside around the world, and scholarly work takes place through onsite, online and distance learning engagement. Students are eligible to earn bachelors, masters, and doctoral degrees in a variety of theological disciplines. Faculty members come from a broad spectrum of faith backgrounds, and many also serve on the faculty of established colleges and universities, including the University of Oxford, with which the foundation has a continuing education affiliation through the Oxford Theology Summer School.

During my study of Ph.D. with them for 7 years, I have met many professors from the USA and Oxford University as well: Dr. Vincent, Dr. Jane Shaw, Dr. Gibbon, and GTF president Dr. John Morgan. All of them helped me to complete my degree and also due to them, I can go and stay at Yale University (Divinity), Oxford University (Wycliffe) as a post doctorate. Thank you all. ●

COULDN'T GO GTF FULL-TIME

I couldn't go to GTF for Ph.D. as a full-time because I have to work at the Mission department in our denomination. That's my work place and helps my family.

So I decided to go to the school once or twice a year. I went to Indiana, USA three times and went to Oxford University in the U.K. several times. I have done my coursework and oral presentation of the degree in front of professors at Oxford University. Actually they told me that they don't know anything about the Lay Pastors Ministry even though they heard something from me. So I passed the oral presentation easily.

I am so appreciative of those professors who helped me to complete Ph.D., especially my dissertation advisor Dr. Vincent Strudwick. Not only helped me as thesis advisor, but also he helped me to come into Yale Divinity School for my post doctorate course, then he wrote a recommendation for my admission there. And also once I went to Wycliffe Hall at Oxford University, he also recommended it, so I was accepted there without any problems. ●

5. Graduation for Ph.D
6. Yale. Oxford (post.doc)
7. Good for being a university president