



Lay Pastors Ministry with Melvin University

Lecturing from the President Byeong

Lecture 13

(based on the experiences)



There will be a lot of benefits to us



Above all, we need to get the mindset that lay people are equal with us, pastors, and they are given spiritual gifts, and also they are competent. As I read one article that says, a long time ago only a pastor at a village graduated from a 4 years college, e.g., theological school, so he is almost the boss in the village because everyone respects him.

But it was a hundred years ago, now it is not that anymore. Most lay people today finished college or university; of course, some people from the remote town do not study college at all. So the pastor alone is not only the boss anymore. And if we say ordination here, actually its different function of ministry not offices. If we look at Melvin's second book, there are more details about this issue. And If we think the ordination too much, we still live in the Old Testament era that Chief priests and ordinary people were there, because only Chief priests alone can pray to God at those times. But we are living in the New Testament era, so today's many new paradigms of ministry suggest, "New Testament Church," because still some people living in the Old Testament era even now are in the late 21st century.

If we think in this new way, our leadership will change automatically. To change leadership is not easy. I still remember that someone said change is just like having a gun in front of our mouth to kill ourselves. It means change is threatened to almost kill ourselves. I can say here that as much as we get danger of change, we will get more benefits. No pain, no gain! What's that mean? As much as we get into difficulty, we will get more, so it's the same in changing. Dr. Melvin also said, "No change means death; radical and sudden change also means death. Balance is the key." Please remember again: One famous and experienced pastor told us, "if we give One to lay people, they give back to us Two." Once we take risk to give ownership to laypeople, there will be a lot of benefits to us.

One pastor complained to me that his congregation, even leaders, just like elders and deacons, never grow up. He said he taught them, preached them for the last 20-30 years, but they are the same yesterday, today and also tomorrow, he confessed. What is that? Why are they not growing? That's neither a laypeople's problem, nor their responsibility. That's the pastor himself. I know its pastor and the church. He never trained them properly, and even he never gave the authority to laypeople to do something, so they couldn't grow. He wants to grow his church, but in some way he doesn't want to grow his church. Am I wrong? No. It's true. He complained about his congregation not growing, but as you guess he has been making them just like that.

I understood why he couldn't make it. I got to know what it is. First of all they don't know what to do; and second, they were never trained to motivate and give freedom to the laypeople. As you know, if there are problems at church, that is the pastor's problem; if there are pastors' problems, it is the seminary's problem; if the seminary's problems, that is the professor's problem. I am sure I am right because I found those steps many years ago. In the end, the professor didn't teach students about those things that will happen to them very soon. So when they, pastors, realized they have some problems in this area it was already late. Therefore, they are taught about it.

Why do lay people not grow?: And through this process, we pastor and laypeople will be growing. What is growing and how we get it. As we all experienced, through difficulty and taking a risk, we grow a lot. On the other hand, why do lay people not grow? This is a more correct question I think. Most of the pastors complained about their people, saying "we are not growing." Why are there not? I think they don't have difficulty in ministry which means they need to strive something for God and for the church, therefore not challenged to them, so no growing. If pastors try to change themselves, laypeople will see it, and they will also try to accept the change.

So pastors have to prepare themselves, they need to study not only Bible, theology but also interdisciplinary for themselves. Most of the pastors are reading books, but limited, that's why they couldn't accept it widely, they need to prepare a variety, and I mean they need to get very useful resources for themselves. For instance, as we have known the father of management Peter Drucker, many churches study his books, why? There are many good talks, ideas, insights for our ministry. He is not a pastor but just an ordinary layperson. I was so interested in reading that the mega-church's pastor invite him to their church and listened to what he said. Even Drucker was teaching at a mega-pastors' group. Pastors can change through those studies.

Change of leadership is important, and pastors have to change their training style. Traditional training style will not work for today. I am talking here about the training system, and mostly we have trained only with text books, I mean training booklets even in the classroom, and people want to change themselves, however those times are gone, it's not working anymore. People know well, but they aren't involved in the ministry, so the leader's job is to involve them in the practical action and through that they feel difficulty, and then they are wrestling to overcome the problem, through that progress they are learning and also growing. Perhaps not only with a written training manual in the classroom but also with practice, therefore we have to make that process system, and without it our ministry doesn't work and people will not grow. That is the leader's job to do, let people do it.