



# Lay Pastors Ministry with PACE

Lay Pastors Ministry is the system of congregational care by lay people which is founded by the late Dr. Melvin in 1978

## Leadership & Management

Leadership is for the future (tomorrow): why do we need it for the future? Management is for now (maintenance): why do we have to do this now?

What is the future of the Lay Pastors Ministry? If we look at 12 foundations of Dr. Melvin, it says the first is Vision. So this ministry should be a vision driven ministry.

So why does the Nagaland church need the Lay Pastors Ministry? They need what the Lay Pastors Ministry has. For instance; paradigm shift which means pastor is equiper and laity is minister in according to Ephesians 4:11-12; Pastor and laity are Partners in Ministry; Love with skin on; general care and specific care; calling consciousness of laity not only pastor; willing to personal growth of laity, so on.

Why does LPM need maintenance? One of the Foundations of successful ministry is #12, Maintenance. Maintenance is covered from no. 1 to 11 in the Foundations, which means from Vision to Evaluation, in the elements of success. We may compare Maintenance with 'Wedding march and Marriage life' as Dr. Melvin mentioned in one of the Monographs, "When the honey is over." Nobody knows what's going to happen after Wedding march, so marriage life is difficult.

Maintenance is just like that. It has to cover everything from the beginning. Maintenance covers from no 1 to 11 which means from the very beginning to the end, of course there is no end, but there is an end to what we have planned in the beginning, and before ending we have to launch a new venture again. And Maintenance makes everything (from 1 to 11) in a hand. Therefore, Maintenance is important as much as Leadership is. Both, leadership and maintenance, are important in the Lay Pastors Ministry, and what I am doing



for now? Yes, writing... This is also one of my maintenance tasks. First stage is showing the vision, which means Leadership (L); and keeping the vision continually is Management (M). To start Vision is easy, but maintaining the vision is not easy. New start is needed all the time, which means a new manager, different manager is needed all the time.

We cannot say which is more important than others, but in the beginning stage Leadership means giving vision and showing direction, because people need vision first, actually we have to get people's heart first, that's why giving them Vision first, then they understand we are leaders and using our leadership is possible. The problem is how to move concepts into reality, we will discuss this later.

Anyway, once when we started, management and maintenance was needed. I have thought the Leadership is everything, but gradually I found management is also important, and what do I do now? Mostly I manage, meant to keep on going what we do, but if I only stick to manage too long, there will be something wrong,

Therefore leadership & management continued together all the time, yesterday's leadership, and today's management, and today's leadership, and another management. Without these two continually, any ministry couldn't go well, I mean no growing and no new direction. There are many books on these two areas: Management; Peter Drucker & Ken Blanchard: and Leadership; many books as well, but I think there are two categories; classic book; what the leader's identity or characters and now, modern books are on deeper and its part; for instance motivations, culture, so on. Once these two elements work together, things go well, so we need to read books on these two categories.◆

(Pictures of the Lay Pastors Ministry)



## Long term & Short term



I am finding there are two kinds of vision in front of us; sometimes short-term project, other times long-term ministry. Of course depend on the vision, or depend on the situation, that's up to God

which mission are given us. We need to prepare for it, because sometimes it comes in the one morning unexpectedly.

If so, what is the short-term project? And long-term ministry?

Let's look at my short-term project first. Once John and I talked about making university, my short-term project begun. But once we started and progressed, I had prepared a bit myself because I read some books on that short-term project. Of course, they didn't say it's good for your short-term project, but I got their message just like God give me these message for my near future. I didn't know how definitely I needed this idea and concept for the project coming soon in the very front of me. I have done just what I have to do. Furthermore, I have never done before this kind of project successfully. People don't understand what I am doing and why I am doing like that. Probably they think I am an eccentricity, and peculiar idiosyncrasy. Yes, that's true. Even I think myself, I was not normal, somewhat crazed to something. That's what I needed, also we need to do short-term project, and if we don't do that like this, it truly can't be done ever.

I met one pastor today and talked about how I made university, and I explained and said "the sooner, the better." He wondered at first, but soon he understands what I meant. Because sometimes we need to complete as soon as possible because today's people are busy, so they can't wait forever, as someone they don't wait for ages. That's why to give urgency is necessary. Without urgency people are not alert and the most they become medicare. Because they think no need to hurry. Anyway, we had done concentrated

to make university in due time. What is the due time. I mean this that we need to decide when to finish, where is the finish line, when to land at that spot.

My long-term ministry. I opened a small office for national ministry. Prior to open it, I used small corner office of one church where I was an assistant pastor in Seoul downtown. I have decided to do this ministry as my life-ministry, so need to decided to take an action not only slogan but real action physically.

I didn't know then how far I am going to and where to headed, but just decide to for helping for Korean churches. Definitely it was my original goal even it was widened to make university of this ministry. So started to help churches, and I followed exactly what the LPMI USA have been doing because Dr. Melvin were still alive and very active in the ministry. I think that day was the heyday of LPMI ministry in the States. Then Dr Melvin advised me two important tasks in the beginning, "to make TEAM and publish NEWSLETTER regularly." It was like heavenly mandate on me, so I kept it in my mind up to now, almost 30 years.

So I made team and publish newsletter right away. Easier to make newsletter than to make team. Anyway, I began to make a team. As Dr. Melvin advised, I talk my vision, "to help Korean churches with this ministry," and "to spread this ministry to churches in Korea." Some of them, especially lay people, responded more easily than pastors.

I have done long-term "ministry"(15 years) and short-term "projects"(15 months). What is different between the two characteristics? As a keyword, the short-term project was "Sense of Urgency". The long-term ministry was "Long-term Leadership". I will talk here about the completion of the "Short-term Project" through my experience.

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## Characteristics of short-term projects

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It is the role of a leader to create an internal automatic and spontaneous motivation(impelling: willingness, I wish to do). That is why all energy must be mobilized. There's no room for sidetracks. Even a small amount of energy cannot be wasted on unnecessary conflicts, competition, and unproductive things. It is sometimes too much to do so, we can't care about anything else, so we have no choice but to neglect our family sometimes. We can never accomplish a given task with everything.

We must be crazy about the ministry we are given. According to the book "Built to Last," written by Professor James Collins of Stanford University, successful organizations, companies, and individuals are completely crazy about a given task. It used the expression cults-like. If we look at those cult groups, we're going to think that they're crazy. As it seems, to succeed in anything, we have to be completely all-in and crazy. The success of short-term projects requires great concentration, high leadership, and simple management, and it must be clear when it ends if added.

When we invest energy from concentration, people think, and they want to know when to finish. Our leadership, our energy is exhausted, but also the energy of the people we work with is also poured out in a short period of time. Longer and unlimited time investment is actually too much. So from my experience, short-term projects shouldn't last more than two years. The best thing is between a year or/and a year and a half. It doesn't seem wise to cross the

year twice. If you say short-term projects after Christmas twice, you can't give trust to the people and there is a high probability that it will end in failure.

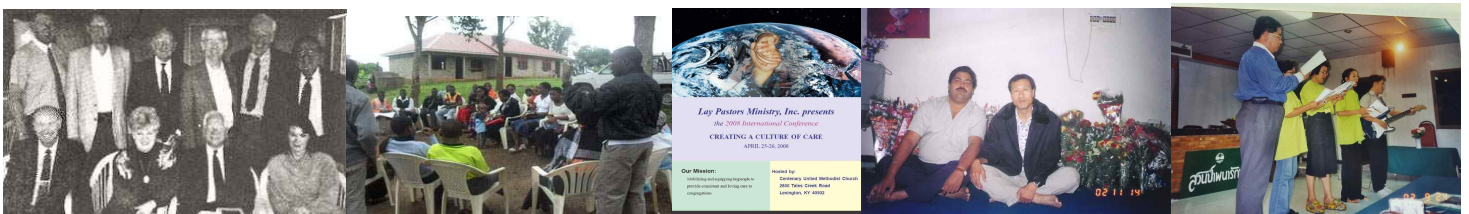


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# Monthly Columns

## Adaptation leadership



When we talk about leadership in general, we have been going from "primary leadership to open-minded, empowering leadership to leadership that let them decide."

But since it's a global era, if we go to another country with people from other countries, will it work if we show the leadership we used to do in our own country? It may be similar to what happens when a new daughter-in-law enters in our family. It's hard at first because we don't know each other well.

When I first came to Melvin University, I had such a difficulty because the culture was so different. In particular, the concept of time was so different from that of Korea. At that time, I once made an appointment with the vice-president at the school office, but he didn't show up after three hours of the appointment. When I asked where he was, he said he was meeting someone in the city and would come soon. I was waiting longer again, but he doesn't come. So I went to a place downtown where he is and just got angry very much. (I have a straight personality, too.) "Why don't you keep your promise?" He seemed to be talking about the school with the head of our university's faculty. Both seemed very surprised because of my resentment. They said they couldn't keep the appointment with me because they were talking.

As I later found out, Kenyans had no "punctual." One of our students told

me of it. Because the student studied in England, so he seemed to know the problems of his own country. For example, if they promised to meet at school at 9 o'clock, it is common to show up around 11 o'clock. I think it's a concept that they only have to show up before sunset. Of course, it's been fixed a lot since they were born.

In a way, there were problems on both sides. They didn't know each other's culture at all. One must be a thorough concept of time (punctual), the other must have grown up without such a concept, etc. In the end, will you adapt to other cultures in a word? It seems to be a matter of what to do. There are many multiculturalities in Korea, and as the global era is becoming more and more, such problems will emerge.

Will I adapt to the world? Will the world adapt to me? Irish writer George Bernard Shaw says that rational people adapt themselves to the world, and irrational people continue to insist that the world adapt to them. Most of the time, however, it is the latter. It can also mean that everyone is living in such a conflict that they want the other person to suit us. It is also proof that it is difficult for me to adapt to others. The reason may be that we don't want to lose, or get rid of, our own style. Maybe we've been stuck in the winner mold for a long time.

It is also said that such a gap should be solved in theory, but the reality is that it does not work in practice. Looking at the book "Global Dexterity" (by Andrew L. Molinsky, 2013), there are three key challenges ahead of us when we come into contact with other cultures, when we work with people from other cultures, and when we try to adapt to other cultures.

The first is the feeling that we

ourselves are not ready to adapt to other cultures in terms of knowledge or skills. In my case, I have visited many foreign countries, but it is my first time in Africa, and moreover, I have been in Kenya for two years full-time, and I have been in an intensive managerial position, so it is true that I lacked "basic knowledge" about Africa.

The second challenge in this book is my own past lifestyle, my own understanding of other cultures, and "my own beliefs." After all, it's a challenge to myself. Personally, I like it because I (Byeong) myself have a strong belief in something, but there seems to be something to be revised in working with foreigners for a long time. I often feel that the development, vision, and direction of Melvin University in my own opinion cannot be achieved without the cooperation of the Kenyan staff here.

The third was that adapting appropriately to other cultures would be a burden and pain. I don't think that's the case with me. I think it's because I tend to keep up with it rather than being a burden. However, as this book says, it is necessary to proceed without being disturbed by our own ministry. I think it is necessary to adapt well without interfering with the progress.

The conclusion is how to overcome the above three challenges and demonstrate our leadership as a leader to reach our desired goal and final destination well. Of course, it is clear that these are not easy to overcome. Wasn't I also very angry at first?

However, if vision, direction, and purpose are clearly shared with each other, of course this will take time, but it will be the best, and it will be solved well. ●

# Flesh Mob



## Diversity of churches

It is said that new shapes and forms of churches have emerged in American society in the 21st century. For example, a church with more than 2,000 people is not called Mega churches. It can feel like a large shopping center. Some churches have more than 10,000 people.

The second is called Metachurch, and while forming a network in small groups, it conducts things such as motorization, training, pastoral care, and evangelism. These churches are not limited to regions, buildings, budgets, and staff.

Third, the Seven Days Church. It is a church that appears in the 21st century, although it is different from the regular church. Usually, first-timers tend to come out in the evening rather than during the daytime. So this is the case with various programs almost every evening.

Fourth, it's housechurch. It doesn't belong to a school or any denomination, but it gathers at home or some center. They sometimes invite pastors, but they're not full-time.

Fifth, Christian Mosque. This is a new group, which is not very well known. It teaches the Bible and believes in the orthodox Christian doctrine, but calls God Allah is a problem. There are no chairs or pulpit in the church hall, and the walls are painted blue. It aims at Moslem like the Messiah Church, which targets Jews.

Sixth, it is TV touch. Many people worship at home on TV because they are old and have difficulty moving around. Or they worship while watching the worship situation on the computer.

Seventh, Wal-mart church. It's not a lot, but it's happening mainly in the provinces. The countryside is often empty, so it's not easy to maintain the church. That's why I worship at a shopping center like Walmart.

Eighth, a new church. This is the so-called pioneering church. Pioneering churches are challenging and fresh in many ways, so people seem to be looking for them.

Ninth, non-church. This is a church outside the church that goes through special doctrines and training stages, and it's a kind of home-school style.

Finally, it is a traditional church. (Traditional church) The traditional church is still growing astonishingly.



## Three churches

The three churches are small, medium, and large churches. However, the role of pastors in the three churches should be different. In other words, small churches need the right role and leadership, and large churches need the right role as pastors. This should depend on the size of the church, but if not, problems arise.

The noticeable difference is that the pastor of a small church should focus on relational things, and he literally needs a [love ministry style]. Because the church is small, it needs a family-like atmosphere and leadership. On the other hand, medium-sized churches need a little different style, but first of all, there are talented people as there are more people. That's why programs are developed and committees are created. Of course, small churches are not small forever. At some point, a change in pastors who want to change to the medium-sized church style is required. Anyway, medium-sized churches now have a pastor changed to an [administrator] and need leadership to develop programs.

Pastors of large churches should be completely different from those of small and medium-sized churches. Now that everything is in place, we must have a face as a leader. Especially at this stage, leadership using e-leaders is absolute.

In other words, small churches should be pastors with a lot of love, medium-sized churches should be called [administrative power], and large churches should be [leaders]. If applied as the development of lay leaders, I think small churches should [love] the lay leaders, medium-sized churches should [develop] lay leaders, and large churches should [utilize] lay leaders. As it becomes more and more complex, energy is growing more and more.

And it will become more complex and complex. Because of this, pastors are given the task of gradually changing and developing leadership in this way.



## Important elements of church growth

When we think of the elements of church growth, we can think of the mission, mission, service, education, and worship of the church. This is doing well in the dog church, so I don't think there is a need to mention it again here. I want to think of some things, but these things are not actually visible.

First of all, it is infrastructure. It can also be expressed as infrastructure. It is also seen as the power that supports the church. It may not be a suitable metaphor, but in the case of para-church, three important factors are value-description-vision. Of course, the infrastructure should be biblical and something that anyone can easily adapt to. It is bound to falter when this infrastructure is weak. More specialized research and approaches are needed on this issue. In the LPM, this infrastructure is PACE. It is the basic ministry of plain wood, which is an acronym for four ministries: prayer, time, contact, and model. This style of infrastructure is needed. In the case of the United States, you will see the pursuit of such infrastructure while using the abbreviation C-A-R-E or P-A-L.

Second, culture is the most important element of church growth. This, too, is not visible, but the saints touch the skin. It is said that culture is directly related to commitment. Good culture, especially acceptance and encouragement, is absolutely essential to the formation of such a desirable church culture. The word "our church is good" should become a church that comes from the heart.

The third is vision. This may be one of the most important leadership for a pastor. Vision is direction and purpose. A ship with no direction and no purpose is such a pointless journey. Why are we here! Where are we going! And where should we go! I think this is where we need to go.

The next step is called leadership. Vision and leadership work together. In particular, leadership that goes hand in hand should be exercised here. Leadership that goes hand in hand means going hand in hand with lay leaders. They are sometimes called "core members," "leadership group," "task force," and so on.

We looked at some of the important elements of church growth, and eventually we realized that what is invisible is more important than what is seen. We need to be more sensitive to what is invisible.



## Adversity Quotient (AQ)



We have often said IQ (Intelligence Quotient) and EQ (Emotion), but I recently learned the term AQ. (Adversity Quotient). In short, it says

how well we endure adversity in our lives. Perhaps it means that obstacles should be turned into opportunities. I saw a website called "peak learning," which has a similar concept, and I was interested in the content. Since the peak here means the top of the mountain, it was named peak running because there were hikers, people who quit, and people who reached the top of the mountain. It seemed to mean learning how to get to the top of the mountain. And they use the adversity quotient.

They said the IQ and EQ era is over, stressing that we now need an AQ that tells us how to deal with the adversity ahead of us. Then they made a ladder diagram showing starting, quitting, climbing, and reaching the top of the mountain. And they said it

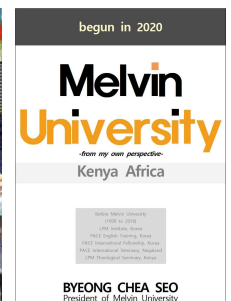
depends on our AQ. The subtitle of the ladder they developed was "turn obstacles into opportunities." They expressed that there are three things. Those who quit from the beginning, those who quit in the middle, and those who go to the top. This was described as low AQ, medium AQ, and high AQ.

This reminded me of a book called "Grit," which focuses on "perseverance." "Grit" and "Perseverance" are all used in the samemeaning. In other words, maybe AQ, Grit, and Perseverance are all the same concepts. The question is how to reach the top completely. As mentioned above, those who climb the mountain will be classified as those who quit from the beginning (Quitter), those who stop in the middle (Camper), and those who continue to climb all the way (Climber). The first two cases will have their own reasons, just as there is no unprovoked tomb. It may be because of economic problems, family problems, or social problems, etc. They are categorized here as "high AQ (keep going)," "medium AQ (get off midway)," and "low AQ (I'm tired)."

There is always adversity in our lives in any way. There may be cases where people go through it from an early age, when they go through it as adolescents, when they get married, or when they get older. How well we can withstand these adversities and rather it can be a support and opportunity to make a comeback for the rest of your life. I heard recently that a couple who had been married for decades had divorced. Whatever the reason for the divorce, the reality is reality. I've thought about two things. How will both live? So called, people with a high AQ will stand up, and those with a low AQ may collapse.

Is there any room to learn anything more through adversity! A research institute conducted a survey of 1,000 people, those who suffer from disabilities. The question was, "If I had a drug that would cure your disability, but it makes you lose everything you got from adversity, would you take it? "What do you think, reader? How many people took the medicine? Some organizers in question expected 90 percent to eat, others 75 percent to eat. They asked a thousand people again, "Would you like to take the medication?" and no one took the medicine, which was completely unexpected.

After all, adversity in our lives is difficult, but people don't want to completely erase from memory what they have learned and gained in the process.●



"Our motto is Via, Veritas, Vita – the Way, the Truth and the Life"

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