



# 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

## Two people meet each other

To meet anyone in the world is important. It depends on whom we meet. Let's talk a few stories of who and what it is: 1) Melvin Steinbron & Byeongchea; 2) Napoleon Hills & Andrew Carnegie; 3) Bob Buford & Peter Drucker; 4) Melvin & Ogillah; 5) John Ogillah & Byeongchea. I will tell you here these five illustrations:

Melvin Steinbron & Byeong I already told many places about how I met Dr. Melvin. Dr. Melvin has totally changed the meaning and direction of my life. When I taught his first book to the senior students at Sungkyul University in 1997, they asked me to definitely use this ministry in Korean churches. Since then, I concentrated my life on the Lay Pastors Ministry, and I have seen a lot of fruit. I think many people have had their eyes opened to their ministry concept and philosophy through Lay Pastors Ministry along with PACE. I helped Korean churches the last 15 years with this ministry, and I have helped two schools with this ministry: PACE International Seminary (PIS) in Nagaland, India. LPM Theological Seminary in Kenya. Recently I have helped to make University in Kenya, Africa. I couldn't name anyone who had effected in my life, as he has been doing for me and in the world. I have also grown a lot through him. Sorry that he is not with us anymore, but we will keep on going forward with his mission.

Napoleon Hill & Andrew Carnegie. As I read a few self-help books, especially on the Success, I found an interesting story between Napoleon Hill & Andrew Carnegie, how do they meet and what happened? Napoleon Hill was working at a small magazine company, and he interviewed many successful people in the world. One of them was a well-known as steel industry, Andrew Carnegie. Once they met each other, Carnegie suggested to the young man Hill to research how those successful people in the world and get the answers. Carnegie asked Hill to do it next twenty years, and he will pay every expense. And Mr. Hill accepted



it gladly those suggestions, and they kept the promises to each other for next twenty years. What is a fascinating story? That is what we read today, in many wonderful books on success. I personally thank those two gentlemen.

Bob Buford & Peter Drucker. These two men are interesting. As we know, Bob Buford was CEO at airplane company and Television business in Texas, also known the author of book HALF TIME. While Drucker was a famous management expert in the world. Mr. Buford looked for something invaluable contribution for the world because he was good Christian and also was the rich. Through a few courses, Mr. Buford met Drucker and hope, working together for churches in America. Because Buford already knew Peter Drucker are very resource's person so had confident in his resources definitely helpful for Pastors especially those of mega-churches. So they work together for helping many mega-churches' pastors such as Rick Warren, Bill Hybels, so on. They made wonderfully what they wanted.

Melvin & John Ogillah This two people's meeting is going back to the early beginning of 2000. When John was the student at Seminary, he found Dr. Melvin's book, Can The Pastor It Alone? At library, and he was very interested in the LPM ministry, so contacted him and with help from Dr. Melvin, John started this ministry and worked it following 15 years, and his ministry in Kenya was successful. So two people's meeting was fascinating and very productive.

John Ogillah & Byeongchea Two people's meeting was also good. They both communicated to Dr. Melvin each other, that's why naturally two men contacted through Melvin. They shared their ministry on each country, Korea and Kenya. Furthermore, they made synergy and finally made University in Kenya.◆

(Pictures of the Lay Pastors Ministry)



Knowing



Being



Doing



# Dysfunctions of a Team



We cannot be avoidable this topic, because what we are doing in the ministry, is definitely team ministry. So we need to deal with this issue. As we know, the expert in this area is Patrick Lencioni, wrote the book, *Five*

*Dysfunction of a Team*. You can see more in details about this at end-notes. I will just pick up a couple of important concepts which was helpful to me directly, and I will write down here.

Above all, he talks about "hesitate to ask for help" in the first section: if we don't Trust each other. This is an interesting part in the team. Do we hesitate to ask for help? Why? Of course, we can't ask right away after encountered now, a few minutes ago, but time passed a few months, a few years we can ask for help, not only financially but in the areas of ministry. One of my colleagues is doing this very well. Actually, I am an introverted person in this area. He approached me and ask for help very easily and in ordinary. Sometimes I am embarrassed a bit.

And then Patrick Lencioni mentioned Conflict. As you know, there are conflicts once people work together for something. So conflicts among them are natural. We don't need to avoid this, in somewhat it might be helpful for all. Most of team members are afraid about this issue, Conflict. But I

found some of competent staff-members in Korea tend to accept gladly to get discussion, dispute in harshly, but in the end we will get more good solutions, and more productive.

The third issue is on the Commitment. Through Trusts, Conflicts, its team member are getting to tie stronger each other, because they discussed and disputed a lot, and found each other for possible working together, and smoothly moves on to Commitments. If we overcome those previous two, this third one is naturally happening.

What we call, the Final Destination. The stronger in the team concept, the more Accountability toward the given mission. That is true. I found stronger team tend to check each other how he/she is accountable in the project or ministry to complete.

Last one is what we call, the Final Destination, e.g., the Result of what we had planned in the beginning stage. After all, we, the team, exist for this final stage to get results. If we didn't get to expected result, how desperately disappoint of it, and all to stake-holders as well, it will be terrible experience in their life.

As you see there are five process of term ministry, and if there is dysfunction on each, we couldn't make what we wanted, so need to look at how it functions well, and also to modify those dysfunctions before too late!◆

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## Effective ministry principle

It is said that in order to be effective in ministry, seven principles are needed to be effective. The seven principles are none other than practice. In fact, ministry is art rather than science. And it requires continuous evaluation and coordination. The following seven practices help determine which programs to start, what to quit, and how to improve them to work well. If implemented properly, the seven practices will give energy to our mission.

1. The direction and goals should be clarified. If the direction is not clear, the process will be difficult to do properly. You should also think about the outcome of doing this.

2. You have to think about steps rather than programs. You have to think about where to place people. How do you want them to be, can this ministry get them there they want!

3. You have to narrow down your focus. Focusing is the key to excelling and making an impact. Every ministry should be planned to do just one or two things well.

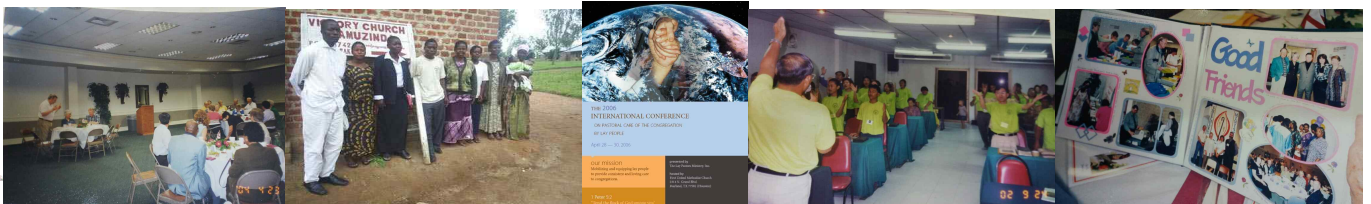
4. Teach less for a lot. The less we say, the more communicable we can be and the more effective we can be if we say only what we must to those who must listen.

5. Listen to outsiders. The needs and attention of people inside tend to be focused on the content for an organization. This is especially true in churches. Our efforts should be focused on the people we are trying to reach, not the people inside who are trying to maintain it.

6. We need to find a replacement for ourselves. Someday we will have someone else continue to do what we are doing. Whether you don't want to leave or you like to leave, one day we are supposed to leave. So it will always be good to prepare for the future.

7. We have to focus on what we are doing now. We have to maintain, get our act together, keep our schedule, and evaluate. We also have to pay attention to what is missing.◆

(Pictures of the Lay Pastors Ministry)



# Pastor and church growth

We will look at the role or contribution of pastors in church growth. The pastor does not do everything about church growth. Make the church grow with the saints. However, since it is a top person, the role is very important. No, it is so important that it cannot be said. The top person means to be at the forefront, and it is particularly characterized by suggesting a direction.

Some say, "It is too big to leave the Lord's work to one pastor." In other words, it must not be done alone, but with the saints. Nevertheless, the position and role of the pastor in the growth of the church are very important. It may be a little funny, but I am the director of the Korea Normal Society Research Institute. I feel almost 100% that I am always with the staff. But on the other hand, it is sometimes felt that how important my role is. The reason is why! Because the Lord demands a strong commitment of [responsibility] from me.

First of all, it is the capacity of the pastor. This seems a little childish, but many people often express this. Here, the term competency refers to the overall things including theology classes, social experience, pastoral experience, and

leadership. It can be expressed as competence that all of these are combined to express synergy.

Are there no limits of pastors in church growth? There is a limit. Being human, you cannot do everything like God. What are the limits of a pastor? First of all, we need to realize that the pastor should not be alone. At that time, the thoughts of being together arise in both the pastor and the saint. The pastor is not the only one who has all the resources.

Then, what role should the pastor play to best contribute to the revival of the church? First of all, you must always be a leader who gives hope. To give hope, the leader must first be hopeful. Then there must be a direction. And then, you must assign lay leaders well. This is a role like a skilled assistant. And you must become a spiritual leader. If you lack spiritual leadership even though you have everything, you will be limited◆



## Benefit of PACE Training

Youngjae Koh, Elder  
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Every Sunday afternoon's training in lay pastors ministry at PACE International Fellowship is full of fun and joy, and I love attending it. It's being witnessed that Rev. Dr. Byeongchae Seo (leader) and Dr. Timothy Kim (coordinator) have profound

enthusiasm for PACE.

Besides being a beginner in English who makes mistakes and creates laughter and at the same time experiencing an improvement in my English speaking skill, I am witnessing spiritual and intellectual growth each Sunday. I am seeing the blending of curiosity for each PACE module and desire to implement what I learn, which I have come to value so much!

After attending the PACE training, I have come to believe that it is more honorable to serve the Lord through showing love to our neighbors and people who are in need of our help, and in practicing this we ourselves will be positively

changed sooner than later.

As a person who has a strong commitment for PACE and working for it for a very long time, Rev. Seo always look peaceful yet bold and resourceful. PACE ministry is filled with humility and sacrifice! It demands that we lower our attitude! And Dr. Kim's witticism and humor is essential for the role as licorice.

God will always open a new era for His people to be trained and ready to go for Him. PACE ministry is now training for this era of the saints.

After receiving the training, these equipped saints will carry out Jesus' command: "Take care of my sheep" (John 21:16). We will have to be well-trained and be filled with joy. If we participate in this PACE training with joy and peace in our heart, we will surely experience the anointing of God's Spirit. Dreaming of the day with passion and unwavering faith in God, we hope to go further in our endeavor to serve Jesus Christ our Lord with gladness. ♠

Sunhan Community Church  
Yongin City, Korea

(Pictures of the Lay Pastors Ministry)



# Monthly Columns

## Small things have a big impact



It is said to have happened to Sameera in Toronto a long time ago. Her parents, who visited her house, boarded a plane back home, and on the way, her mother died of a heart attack. Two days later, there was a funeral, and there were so many people she didn't know that she asked her father and brothers who were who. But there was an old lady sitting there who no one knew. So Sameera went to the person in her late 50s and asked her, saying hello.

"I'm the only child in this family, and I've known everyone else through my father and brothers, and everyone says they don't know about you, do you know my mother?"

The lady thought for a moment and answered. "I'm sorry to say this, but I didn't know your mother." Then Sameera talk to her, "I don't understand. Then why are you here?"

"Maybe it's going to be a long story," she said slowly. "About five years ago, I had a very difficult time. I was so exhausted that I decided to kill myself. And that day, I got on the bus, and a woman sitting right next to me was reading a book, absorbed in it. When I got halfway to my destination, she put

the book on her lap and talked to me. 'I think you want to talk to someone?'"

"So while I was on the bus, I had a lot of confidence in her and talked to her. By the way, the darkness disappeared, and there seemed to be bright light in my mind. And when I got home, I decided not to kill myself."

"We were so into talking that day that we couldn't even ask our names. But I saw her picture in the newspaper with the news that she passed away two days ago. I didn't know it was your mother. I didn't even know her name. But she saved my life five years ago through a 20-minute conversation on the bus. I found out that he had passed away. So I came here to thank her family."

There's another example

A man was walking on a Mexican beach at sunset. As he walked, he saw far away that a man kept bending over and picking something up and throwing it into the water. He continued to do so, so as he approached, he noticed that the man was throwing a starfish washed ashore into the water one at a time. This guy feels a little weird, and he approaches him and says, "What are you doing?" asked curiously.

"Yes, I'm throwing these starfish back into the sea." "It's low tide and all the starfish are washed ashore. If we don't send it back to sea, they'll die from lack of oxygen."

"Yes, I understand, but there seem to be thousands of starfish on this beach, and it seems impossible to send them all back to sea. Aren't you overdoing it?"

Then he smiled, bent down again and picked up another starfish, and as he threw it back into the sea, he replied, "That starfish I'm sending again will live anyway."

As shown in the above two examples, making a difference! is a precious thing.

It is true that Sameera's mother did something important as she rode the usual bus. She must have felt compelled to do something when she saw the needs of others. She may be absorbed in her work while reading books or reading hard. But she had the idea of "I should do something."

Of course, everything may not be this meaningful thing. But on the other hand, it can be meaningful and valuable.

In fact, big changes happen through groups of many people. But most of it starts [through one person]. There is no denying that it begins with the thought, decision, and responsibility of one person, like Sameera's mother, and a man on the coast of Mexico.

The key is who will do this? The simple answer is that "the first person to see" does. The person who sees, feels, and becomes responsible does. Who knows if treating others well, even if it is trivial, will have great consequences!●

# Flesh Mob



## Both decisions will give you pain

Let's talk in this way. There will be some options to them in times to decide they are coped with: 1) quit now; 2) Keep on going. Both decisions will give you pain. To quit or to stop here looks probably giving you freedom for the burden. And to keep on going also is giving you pain. In both case, you will get in trouble. But let's think of it a bit more here. If you are keep in going, you will get pain, sweat but if you quite here you will regret for the rest of your life.

Have you ever heard this? One searcher presented how much, what is the most regretted thing once people die! Can you guess what was the number one? It was what they did, not accomplished what they wanted. That is the Number One. It means people, human being want to complete what they want to make it, but many people don't, so regret once they die. In the moment of departing of this earth, they regret not to made it, but as we know it's already late.

That's why we need to stick at it continually, to the end. Anything you had planned to do in your life, you have to completed, if you don't, you can't leave happily in this earthly life. Jesus said I have done what my Father wanted me to do. St. Paul has also confessed the same. We have to confess the same once we leave here.



## Importance of practice

There is one story of the man who stops a musician on the street in New York and asks how he can get to Carnegie Hall. The musician replies, "Practice, and practice."

As all of us know, the practice is important key to get advanced skill. Through the practice, we can learn, and it makes habitual, so we can make what we wanted.

Also, what is the practice? Practice is the repetitions. I have done a few important things many times in many years. Especially for making Melvin University, I needed these principles more ever than before. Because we have done this mission in due time, July 31st, 2021. So I needed more energy, more concentrations on the given assignment. Without this strategy, you can't make it. Believe it!



## Leverages for push up

If we decide main thing, I mean One Thing to accomplish, there are so many leverages around us...almost everything is leverages for the main thing, eg, Primarily Choice. Let's talk about it a bit more. I talk this with John Ogillah, the principal of seminary, a lot, everything what we have is leverages to complete our mission. Actually it made mission-possible.

You know what is the role of leverages! It helps to lift some objects more easily which is impossible to lift up by ourself. Without leverages, it is hard to lift up. Even more heavier objects, we need more strong leverage, more powerful leverage. If we lift up very tiny object, we don't need it, but getting more bigger objects to lift up, definitely we need leverage. So, without leverages we are in difficult to lift up, and with leverage we are easy to move up anything.

Like that, our ministry especially in our project just like making a University, we need a lot of leverages and sometimes more strong leverages as well. I think there are many leverages around us, also in us. For instance, our past experiences can be a good leverages, even whether it is bad or failed experiences, it can be a valuable leverages if we use it properly. And our colleagues are good leverages to lift up together. Also our knowledge, our talents, etc., everything is possible to be leverages. Another aspects are encouragement, communication daily, report regularly, feedback positively, and name of a few, also can be helpful leverages.



## Meaning of Parachurch ministry



I think there are usually three career paths after graduating from seminary. They are pastors, professors, and missionaries.

Except for the ministry of the planting church, it is considered to be the ministry of Para-church. In other words, the Para-church ministry is such as overseas missions, seminaries, training centers, and research institutes, so on, and its purpose is to help local churches. They are very closely related to them, not the local church itself, and their goal is to help the local church to mature and grow, and most of the Parachurch ministry has a fundamental purpose in helping the church to grow.

So Parachurch is doing a different ministry than the local church. There are many pastoral paradigms for the church in the world. In fact, it is thanks to Rev. Melvin that I was able to open my eyes and open my mind early to this concept of parachurch. I started this ministry as Parachurch from the beginning, following Rev. Melvin. And I have been more interested in Parachurch ministry, so I bought a book called *The Prospering Parachurch* written by Wesley K. Wilmer, the vice

president of the University of Viola and read it a few times.

He seems to have been interested in it because he has been working with Rev. Billy Graham for a long time on the Global Evangelization Movement. There were some unusual things in the book, one of which was that people donated more money to the Parachurch ministry and to such institutions than local churches. Why is that? Because they think the Parachurch ministry is meaningful, and it is more focused on expanding the kingdom of God than on local churches. The local church seems to think that it is less interested in the expansion of the kingdom of God because it should focus on its own operation and maintenance.

In fact, the leader of the Parachurch ministry has unique characteristics. They have strong confidence in what they are doing and what their philosophy of ministry is. Billy Graham's "World Evangelical Movement Association," for example, is a prominent example of the Parachurch ministry. He traveled all over the world with John 3:16 and came to Korea with the "74 Expo." Also, I had a very strong mind about my ministry. Since our Institute exists to help local churches, it was important to clarify who we are, what we do, and how we should do it.

I think I got this mindset from two resources. The first was from Rev. Melvin, and the other was from a book called *The Prospering Parachurch* written by Wilmer, who had already been mentioned. I learned a lot about the ministry philosophy of Dr. Melvin Steinbron, founder of the LPMI USA. I think he is a really good example of Parachurch ministry and organization in terms of helping local churches. The idea of helping the church has not changed from beginning to end. So it seems that the ministry was able to survive the long life (35 years). Because many pastors and churches saw the same thing in his ministry's [purpose], so they wanted to help him and followed his philosophy. Furthermore, they were natural reactions because their church received help from such his resources. I learned that philosophy from him for years.

Second, I have learned more theoretically and academically from the book *The Prospering Parachurch*, and also more systematically how to do it. Rev. Melvin was excellent in doing the ministry itself, and Wilmer's book gave me a systematic theory, which made me more confident in my ministry because I acquired both.●

