



# 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



In January 1974

"I OBEYED MY INNER DRIVE (which I attribute to the Holy Spirit) to activate my theology."

I began to lay plans for opening significant ministry to the members of the church I was then pastoring - the 400 people of Randolph Heights Presbyterian Church in St. Paul, Minnesota.

Ten months later I was called to the 2,200-member College Hill Presbyterian Church (CHPC) in Cincinnati, Ohio, as

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Minister of Pastoral Care. This took me from a long overdue start and instantly catapulted me in a place where I was expected to equip lay people for ministry. *The call read, "to do pastoral work and to equip lay people for pastoral work." It was the second part, "equip lay people for pastoral work," which caught my spirit and led me to accept the call.*

My personal commitment to the biblical teaching regarding equipping the saints for ministry, and CHPC's expectation for my doing this, has led me into the best years of my pastoring career. "Mel, if this program works you'll be out of a job!" A fellow clergyman made this prediction as his way of saying, "This Lay Pastors Ministry you are developing will never work. Lay people can do a lot of things, but they cannot pastor. That job is for the clergy!" However, for eight years an increasing number of lay people have been pastoring the members of College Hill Presbyterian Church (CHPC) in Cincinnati, Ohio. In September 1978, we conducted a pilot project in which five lay people each began pastoring five to ten families. Since then, the number of lay pastors has grown to 85 pastoring units (131 individuals) pastoring 500 of our families. Our goal from the beginning was to provide adequate pastoral care for every member of CHPC by calling forth and equipping lay people gifted by the Holy Spirit for pastoring.◆

-Melvin J. Steinbron



## People from Hallelujah Church

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 in the next 10 years they trained and produced more than 1,000 lay pastors. After the conference, pastors David Kim himself taught pastoral staff, Elders group and deacon/deaconess group in turn, most leaders of the church understood what the Lay Pastors Ministry with PACE. After they have officially opened PACE Training Center aftermath.

At the 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 topics, so the Center and our Institute 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 who really helped our conferences. While we were

cooperating, two people from Hallelujah Church were 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 grew 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 experience from Hallelujah Church, so he put excellent resources into our Institute, we got many benefits from him, and we were teaching together every seminar, conferences for many years, and he became one of the professors at PACE school, Nagaland, India.◆



## Seminar in five countries



I WENT TO THEIR HOUSE (ROMANIA), and also it was, a.k.a., house-church. They have rented house which is used for living room and church at big room. There I trained three nights for native people. Mostly Romanian rural people and low classes I still remember. Anyway I have done well, and came back to Korea, it was first overseas ministry experience.

Since then, I have visited three countries: Japan, Thailand, and Pakistan. One of our staff members knows one missionary in Japan, so he contacted them, then four of us went to Japan for a week to do PACE Seminar for Korean missionaries in Japan.

Then I got one email from Pakistan that he was Rev, Chand, wants to know more of Lay Pastors Ministry/PACE, and asked me to come to Pakistan to do LPM/PACE seminar for their people. So after many emails back and forth in a year, finally I visited them for 11 days. It was fruitful and productive journey, later on we invited Rev. Chand to come and teach at our Conference so, he came to Korea twice and got to fellowship well aftermath. And also one of my friends introduced me to a Korean missionary in Thailand. I went to Thailand for a week to do a seminar for Thai pastors. It was a good experience.

And later I went to Myanmar for a week for doing PACE Seminars at churches and also at theological schools. One of the foreign students who stay and study in Korea asked me to come to their country Myanmar, so I went up there, and it was good experience to know them, Asian country, I mean the third poor country, so it was helpful to prepare to go to Nagaland India for starting the PACE Seminary.

Since I returned to Korea from Myanmar, prepared to visit and start PACE school in Nagaland, India. Finally, I have visited and doing seminar at churches and opened PACE International Seminary (PIS) on July 22, 2015. It was historical moment of Lay Pastors Ministry/PACE world since 1978, when Dr. Melvin has stated this ministry in Ohio, USA. I am grateful to God to let us OPEN this school.◆



## Changing to this God-given concept

DR. DAVID KIM SAYS THAT GOD GAVE the Church an important concept in every era throughout Christian history (PACE Seminar, 2004): Luther/Calvin era (The Reformation) Romans 1:17, the just shall live by faith Wesley era John 3:16, God so loved the world.... Our era Ephesians 4:11-12, Pastors...are to equip the saints for the work of ministry.

The "something" that needs to be changed is the concept of ministry, changing to this God-given concept, that pastors are to equip their members to do ministries reserved exclusively for clergy in other eras. This revolutionary change is saving the Church from its stagnated growth, lack of passion, and arrested maturity. Among the many ministries pastors and people are doing in partnership is the ministry of pastoral care. The organizational structure we know it by is The Lay Pastors Ministry. Just what does partners in ministry mean? Jim Garlow gives us some understanding at the end of his chapter, The Biblical Basis "Layperson, pastor, you are both ministers. God

has called you to serve Him, to share His love with others. As lay people and pastors, we are partners in ministry." Partnership does not mean that laity does everything pastors do. The distinction between the two is function, not essence, based on what one does, not on what one is.

Both church members and pastors are ministers. The main scripture for this truth is Ephesians 4:11-12. The ministry of pastors is to equip the people; the ministry of the members is to do what they are called, gifted and equipped to do. This is the meaning of partners in ministry.◆



## Partners in Ministry



I USED TO ASK AT THE BEGINNING OF my seminars on lay pastoral care, "Do you think of yourselves and your pastors as 'partners in ministry?'" No one elders, deacons, deaconesses and other laypeople thinks about being partners

Many internationally known individuals and parachurch organizations are committed to lay-clergy partnership: Dr. Paul Stevens, professor at Regent University, Vancouver, BC, Canada; Professor Greg Ogden, Fuller Seminary, Pasadena, California wrote, *The New Reformation*, in 1990; Dr. Robert Slocum (layman) wrote a book for laypeople, *Maximize your Ministry* (1990) Dr. Melvin J. Steinbron brought laity and clergy into partnership for congregational care by developing *The Lay Pastors Ministry* in 1978 in College Hill Presbyterian Church, Cincinnati, Ohio. There are many more.

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I find two themes in this scripture: 1) equip the saints; 2) the work of ministry. The first is the pastors function; the second is the people's function. The equipping act brings the pastor and people into partnership for caring for God's people. The result is in verse 12 the Body of Christ is built up. The building up of God's people by caring for them requires partnership because neither laity nor clergy can do it without the other.

Up to now pastors have been doing ministry, laity have been receiving ministry. As partners in ministry they both give and receive ministry. This is a new discovery!

The Lay Pastors Ministry is the ministry to which God

in ministry. Most see themselves only as helpers who assist their pastors in doing their ministry. Pastors think the same way church members are their helpers, assisting them in their ministry. This old way of thinking leaves churches, the Korean Church included, with minimal growth and in need of revival and spiritual maturity. Something needs to change.

Some pastors and church members are changing. One large church in downtown Seoul has taken the motto for the New Year, THE CHURCH OF PARTNERS IN MINISTRY. It is already known as a discipleship-making church. James Garlow, pastor of Skyline Wesleyan Church in San Diego, California wrote the book, *Partners in Ministry* (1998). The list of churches include the six-thousand-member Hallelujah Church in Seoul, where Dr. David Kim started a Lay Ministry Academy in 1990, and the Frazer Memorial United Methodist Church in Montgomery, Alabama, which has over 5,000 members engaged in various ministries.



called me in Korea and other places in the world, even the USA. I am a pastor equipping other pastors and lay leaders to equip their members to do the ministry of pastoral care in their individual churches. Also, as director of the Lay Pastors Ministry in Korea, I bring pastors and lay leaders together in for ongoing training and interaction at seminars and conferences. ◆

# Individual growing and church herself growing



WHAT IS PARTICULAR CARE? It should be not more 3-4 people to one caregiver. It's not possible to care more than those numbers. And through the individual care, the caregiver may grow themselves. Because they look the person very closely. From far outside they couldn't see the person very well, so when they see and look at into their real lives, they see more in details. And our motto, slogan is "love with skin on," and it gives us meaningful. People need this kind of care, so if we look at Melvin's first book we can find a lot of real caring stories. I am saying that individual people can do this care but need more systematic approach if the church want to be more effective and make synergy.

Both individual growing and church herself growing is important. Because God's ministry is just like yeast it should be permeated into the church, then synergy is possible, that's also pastor's an aspect of leadership.

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## I had no problem to help any church

I THINK I GOT THIS MINDSET FROM two resources: 1) From Melvin, 2) from the Book, *The Prospering Parachurch*. I have a lot of ministry philosophy from Dr. Melvin J. Steinborn the founder of LPMI USA. In my eyes he was a really excellent leader of a parachurch organization in terms of helping local churches, and he was right there, so I have been affected by him for many years and a hundred percent of how to do it. Second, I have already mentioned the book, *The Prospering parachurch*. It gave me more theoretic and academic, and also more systematic how to do it.

Through those resources, it was easy to stick to the sound spirit, "helping local church", and the main goal of

And also it should be good for individual, of course God's work needed commitment and sacrifice as everyone accepted, but also they need to growing in intellectual and skills. Management father Peter Drucker<sup>2</sup> said many times in his writing, every business has to give good first for individual employee than company itself. This is true. Why the company is there? Only for profit? No, I don't think so. They exist for individual employee and society. I agree with that, so pastoral care have to be good for caregiver themselves. Because they need to grow.

How can we grow? We need real experience. Without real experience, we can't grow. What is that? We need to experience real difficulty, and wrestling with to cope with that, also need to see real life and listen life stories, then we can think and grow ourselves, because it gives us challenge and instruction for our future.

And if we look at the Bible, we can find this concept. Jesus said love others, care for others, so on, that is general care, but when he asks Peter that "do you love me,?" Then take care of my sheep, which means Jesus tell us to be particular caregiver, yes sometimes we need to do general care, but originally individual care is our priority because people out there need individual care not general care, so Lay Pastors Ministry is a real ministry and what Jesus commended us to do.◆

my ministry. I was piled at this philosophy all the way until now, more than 15 years. So I have no problem having confidence about my spirit, my mind, my philosophy, or even my attitude. I think I have changed my previous lifestyle, life philosophy into adaptation to this ministry.



Upon this philosophy, it was easy to adopt Melvin's ministry philosophy all the way and there was no collision of mine and his philosophy, and through this ministry philosophy I had no problem to help any church, any pastor, also any occasions, because I had strong mind that our Institute is parachurch organization as nonprofit basically.◆

Dr. Byeong  
is the President of Melvin University  
since 2021



To equip  
the *students* for the work of minitry  
Ephesians 4:12

# Melvin University

since 2021

## Necessity of Melvin University



FOR A WHILE AGO, I WENT TO THE STUDENTS' HOME. It can be seen as a kind of home visit. I wanted to see how our students lived and how they lived. I went a student's house, and it was a little far away from school for almost 30 minutes.

When I went there, there were parents, and it was a typical African lives. I met his father and he said me, "Thank you very much for building a university." It meant thanks me for establishing a university in such a poor and underdeveloped place. Our Melvin University has settled in a really underdeveloped countryside. This is because Pastor Ogilla, the current vice president, donated 6 hectares of land inherited from his father to the Melvin University Incorporated. Personally, I hated this place at first because it was too rural and underdeveloped. Rather than saying no, it was too inconvenient to live, so I had to. However, I think I changed my mind a little after hearing the words of the student's father, "Thank you for setting up a university in such an underdeveloped countryside." I told myself, yeah, this is a place like this, so they need a university even more."

In fact, it is true that universities in Kenya are almost in cities. First of all, there are many students in the city and money in the city, so that's right in terms of strategy. And everyone accepts that as a valid reason.

However, Oyugis, where our university is located, is an underdeveloped area, so we realize that the number of students is not as high as the city and is limited.

However, on the one hand, should the number of students be large? After thinking like this, I talked to the whole students, professors and university staffs during the chapel. They explained that the reason why the number of students should be large is that tuition fees are high in the end, which is inevitable for the development of schools. The simple reason why there needs to be a lot of money was that the building should be built and the professor's salary should be paid. In any case, Melvin University emphasized that we should think their careers after graduation and a fruitful education with the right number of students rather than a large number of students.

Another is the reality of present pastors. I have heard several times that most of them do not studied theology, but are ordained and pastorized. Since our region does not have a seminary, and they cannot afford to go to a seminary financial difficulties, they are "ordained and pastoralized" with prayer and church passion.

Fortunately, the Kenyan government has known this since the end of last year and announced that pastors without degrees must enter accredited seminaries or universities to qualify as preachers, so many such pastors seem to be preparing to enter Melvin University, raising the need for weekend classes and night classes.

Anyway, Melvin University is grateful for providing hope to underdeveloped young people and opportunities to study again for many pastors with no degree, and best for these two roles.◆



## Since our region does not have a seminary



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