



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

Ministry Journey

Around two years later after my arrival in Korea from Korea, 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.



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.

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.

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. ◆

(Pictures of the Lay Pastors Ministry)



Ministry Journey (continued)



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. ♦

(Pictures of the Lay Pastors Ministry)



Double and Multiple

The term used in church growth is considered to be doubling. In terms of arithmetic, doubling can be seen as plus, and increasing can be seen as multiplying.

The ship is believed to double as one person brings and brings one person. However, it is believed that the increase is not one or two or three, but one or two, four or eight, etc.

I think there are two aspects to the increase. One is synergy. It is the principle of $1+1 = 3$ or 4 . This means that synergy occurs when there is trust, honesty, open communication, and data sharing in Merlin Wilson's book.

Another aspect is from the perspective of training, which is to train people who can train others but can train others. When choosing subjects for training altogether, you should decide, "After this training, these people can train others. No, we have to train them. We should go to this system,"

and plan before starting.

This is also similar to the concept of an apprentice who speaks of Karl George, who requires apprentices to attend training at all.

Training those who can train is the key to increasing! In the meantime, adding elements and factors that can lead to synergy.

If you think about the ship alone, the number of saints will definitely decrease. Look at the words of Kennett Hawk. When two people come in, one person goes out (2-1), when one person comes in, one person goes out (1-1), and when one person comes in, two people go out (1-2). One of the ways to solve this reality is to apply the principle of increase.◆



Two purposes of training



Training is first about maturing, and second is about nurturing leaders. We can lead people to spiritual maturity, but that does not mean that everyone is a leader.

God did not make everyone a leader. But it is also true that you cannot become a mature leader without being spiritually mature.

However, developing leaders requires 3I: Identify, Invite, and Invest.

First, confirmation is that you have to let them know

what qualities you need to have in order to become a future leader. You have to be prepared to learn personality, attitudes, skills, etc.

Second, it is an invitation, in which current leaders invite potential future leaders. This may be formal or informal, but it emphasizes significant relevance. The invitation should include a vision of how much influence potential leaders can have on the church.

Third, it is an investment, but for potential leaders, time and energy should be invested while working together. Mentoring through life is a natural skill for all leaders, so we need to train people on it and support it with a lot of data.◆

Growing up in training

What is the relationship between training and growth? What are the problems that arise as the ministry begins? What about continuing training? What about training that expands to a wider audience.

1) Usually, the first training session starts with enthusiasm, but you often see them quit before the second training session begins. After recruiting and training people, it is necessary to motivate them to stay on. Make sure that people see the benefits and benefits with their eyes. Do not give too long a break between the first training session and the next. One or two months of relaxation is okay, but if you give them a long break of 5, 6 months or a year, they will go to something else. In our case, there are spring and fall semesters, but this is also the reason why we put in summer and winter special lectures in between.

2) The people who guide the course need to be the best strategists. If you work with people who are too lacking, you will create a sloppy training course. Good facilitators make

any group and any curriculum a good learning experience. And the team leader should coach and encourage these people positively every week.

3) If the first group is successful, you will want to train more people. The question arises as to how to expand the whole church. How to put the training program into the whole church! Whatever the size of the church, sharing a vision with the whole is a big challenge.

4) If you have succeeded in your own church, you need to share it with other churches. If you are successful as if you give a lot to those who have received a lot, it is better to share the know-how. It can grow and amplify when it is given out.◆



(Pictures of the Lay Pastors Ministry)



Monthly Columns

The bigger the goal, the better



Some people are more interested in bigger projects, bigger missions. I think there are two ministries in the world: big and small. Both are equally important. For example, in my case, [Institute and University]. The Institute began in 1999. The University began in 2021. Through the past 15 years of Institute ministry, I have met many people and have grown enough personally. However, when I founded the University, I met people at a different level, and I grew up to a different level from the Institute.

Those who were less interested in the Institute's ministry and operation were more interested in making and running the university. Why? Maybe they think the university ministry is higher than the Institute ministry. Of course, it is true, and they were proud while working at the Institute. What needs to be considered is why big tasks are more challenges than small ones. That is because it is definitely for ourselves. Once we have a goal bigger than our current capabilities, we are challenged more, so the bigger goal is much better for our personal growth.

There are some of the most difficult jobs in the world: the first is to make a country; the second is to establish a university; the third is to establish a hospital. In other words, I challenged the second difficult task. Even now, it is not completely finished yet. Because it has only been a year since it opened, so there are still difficulties in the stage of laying the foundation.

There is a saying that our perspective should be globally, but the real work should be done locally to suit the region. I think it's the same expression to have a big dream. Rev. Melvin, the founder of the LPMI USA, also said SIB/KIS, which means "See It Big," and "Keep It Simple," in the same concept.

Why should we set a big goal anyway? There may be many reasons, but I think it should be done for our personal growth. Everyone wants to grow and develop. When does this happen! It's time to do something hard and difficult.

I think it's different between to live a difficult life and to try a difficult ministry. I'm talking about the latter. I think it is necessary to experience going up to the critical point. I think God also helps us when we reach the critical point. Forty years of Israeli life in the wilderness also means to go up to the critical point. Only then they can properly recognize God and taste human limitations.●

The perfect or the right direction?



Rev. Melvin once talked about this, but in fact, we humans cannot be complete. But he had said that if we're going in the right direction, that's fine.

We tend to be "perfect" to do something. Of course we can do it perfectly, and it could be the best. But I don't think we should think too much about that.

And if we focus on perfection, we may not be able to achieve it, just as we would like to have a perfect speaking in English. Most of the time we learn spoken English, and we have that experience.

I had a friend who majored in English in the seminary, and he always tried to perfect English grammar. So

whenever he talks to Americans, he only think about becoming a perfect grammar. It's kind of funny, but the American who stood in front of him ran away without waiting while he was thinking too much about grammar. Do you think it's an exaggeration? It's true.

Once we try to do something, we just think we have to do it perfectly, if so we can't move forward. That's why it seems unwise to focus on the idea of "doing it perfectly." Because of the limitation of human beings, it cannot be done perfectly at once. When we look at books about leadership, most of them don't talk about perfection in trying something, but they often say, "Just try a lot of things, choose what works out." This is not 100% correct, but it makes some sense.

To start must be decided by the personally. In this case, with the exception of two or three key members, almost all are skeptical or opposed. In my case it was. People around me were almost skeptical when I started the university in Kenya. Opposition, but expression was

skeptical and pessimistic. If I have hesitated at the time, the work could not have been accomplished at all,

We'd better get started. This is because we have to start to proceed. After we started, we couldn't stop it. It became an unstoppable situation. And once we started, we felt the urge to keep going, and we kept going. In fact, not only myself, but also people around me now encouraged me to continue the project. In doing so, an unstoppable amount of energy was applied. The so-called momentum has gained.

And I found that there was no need to worry too much about the speed of progress. There are short and long distances in running races, too! Sometimes like a sprinter, sometimes like a marathoner, or sometimes a little slow. However, it is important to proceed.

In the end, how important is it to get started rather than to get fully prepared! And if we keep going in that direction, we'll get there, even if we go a little slower. That is how our Melvin University was completed. This is because the direction was correct, not the pursuit of perfection.●



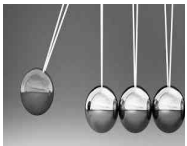
Fish discover water last

Peter Drucker, the father of management, wrote it. As I understand, this means if we look for the ways continually, we'll find the answer in the end. Correct? Because fish couldn't survive without water, so she is desperately looking for the water.

In the Bible, Matthew 7:7, "seek, and you will find it," So I guess it is the same concept with Peter Drucker's. Anyway, those who seek the way diligently, finally they will get the answer. But we have to seek the answer continually, not once or a few times, but continually until to get what we needed, then we will find it easier than we expected, later on we will find it was.

Just guess how much the fish wanted water while she was in thirsty, as I said a bit already. It is the same to us, especially as a leader who has responsibility, whether success or failure. We are in some sense "seeker" continually, and also we are the pathfinder continually. We are trying to do in trial & err continually, then we will get the answer.

Why? Because we save our energy, getting 'know-how' through seeking, more experiences personally through trials and errs, so finally we must be found it!



Keep the Momentum

This means we need to keep on going "continually." No need to go very speedy but should not stopped it, even moving forward slowly. Sometimes they are becoming sprinter, another time becoming a marathoner; sometimes like turtle, but never stop it.

Why do we need to keep momentum for the ministry? When we are keeps on going, it gains momentum. I believe momentum is to saving moment and moment, so a lot of moments finally make momentum.

Momentum makes energy. Dictionary on this saying, "an impelling force or strength." So if we want to success our ministry, and hope to getting it done, this is useful and definitely needed. Momentum makes us to alive. Dr. Melvin expressed this, "Keep in motion," e.g., which is parallel to momentum. He stressed this to keep momentum. He mentioned if once we lost energy, it is very hard to returned to waken up, and back to normal. So I am saying to keep momentum is indispensable to success.

But mostly don't keep this momentum in the ministry. Why? they don't know, and also they don't think how important it is to be successful. They think only the wish, "successful, No #10," (just wishing to get the result in their hand) but don't take seriously that we need from No. 1 to 10., should be come and going, forward and backward between those, No. 1 to 10 continually. Then it saves momentum, e.g., energy to keep on going to the end.



Make dream into reality

How can we make dream into reality? First, our dream should be important for us, and it should be a clear dream. We have to think and think over again to make clearer just like crystal or clean water, and we may pick it up with tweezers. It should be no question of it at all.

For me, when I have started this ministry my dream (vision, direction, goal) was clear that "I will help Korean churches with Lay Pastors Ministry." Of course this dream became more expanded, deeper, more upgraded slowly and gradually. But my initial goal was still clear all the way.

And the dream has to be enjoyable. If it's not enjoyable, it is actually painful. I think I have enjoyed this ministry because: 1) I was happy to help others; 2) Satisfy myself of growing; 3) Work together with staff members; 4) Develop resources; 5) Expanded to the other countries. And many elements made me enjoyable.

Dream also has to be good for others, not only for ourselves. Yes, we need to help us directly, and this is acceptable but in the other hand only help is short-term's satisfaction and completion. We need to get good philosophy and attitude, mindset. I got this good model from Dr. Melvin Steinborn that he showed me through this ministry, totally doing for others, e.g., for local churches, I think it helps his ministry running longevity.

Then we have to stick at the dream all the time, always, even at any given time, situation. Having a good dream is necessarily, but stick at there is also same necessarily. Having it, and stick at it, is just like both side of the coin.

And on the way of ministry, we have to nurture that dream, which means put on flesh & blood at there, then through the progress the dream is growing, blossom, and flowering, finally it gives fruit, which means reaching where we wanted to get fruits and what we can taste, eat and also sometimes see its fruit at other people's tree. That's our dream and vision.

Ephesians 4:11-12



I have preached a few weeks ago on Sunday at Melvin University Church in Oyugis Kenya. I never preached in Kenya since I visited, but this time I have preached because the pastor of University Church John Ogillah went away to the previous church where he just resigned because he had to move to university church to be a pastor.

What I preached on, Ephesians 4:11-12 is an important passage for Melvin University because Dr. Melvin started his ministry with this passage about 35 years ago in the States. He has rediscovered of this passage how important it is, especially on the words, "to equip the saints." He found himself that never done equipping his three congregations (he pastored at three churches 20 years in the States), then

stopped his local church ministry and study and researched on this topic, and finally he found parachurch organization, Lay Pastors Ministry Incorporated. And he helped Many church in the States for 35 years.

So I thought to preach with that passage at the very beginning of my sermon at university church. At start up, I focused on that two key verses: *(verse 11): It was he who gave some to be apostles, some to be prophets, some to be evangelists and some to be (pastors and teachers).* PASTORS-TEACHERS (Hyphenated). That means one person has two functions. Pastor has two functions: Pastors pastoring, caring, tending: Teachers teaching, training, equipping and preparing. *(verse 12): to prepare (NIV) "to equip (RSV)... in Greek Bible) God's people (that's saints) for works of ministry, (for the work of service) so that the body of Christ may be built up.* God called you to do some ministry. Once God called you, God's calling was two-fold: 1) to be saved, 2) to be involved in the ministry. Which ministry? Dr. Melvin has found there are two big streams in the Bible: Matthew 28: 19~20... make a disciple and baptize (Evangelism); John 21:15-17---Take care of my sheep (Caring) So there are TWO LINES, everyone should be one of two lines.

Then I moved directly on to spiritual gifts: How many spiritual gifts in the Bible? Yes, around 27 SPIRITUAL gifts. (How many have we, individually, received?) yes, 3~4 gifts. So there are a few tasks in front of Melvin University. Our university has to equip the students to be equipper in the future, and then need to change their view-point, their mind-set and need to be paradigm shift which is "laypeople are also called by God as we pastors did." Those new mind-set make us more growing than the past.

I have received feedback on my sermon from the congregation. There were not too many people in the pew because it was the first Sunday of Melvin University church. But I am sure good enough to make comments on my sermon. I felt they opened their heart and concentrated in listening enough what I was trying to preach. It was definitely successful preaching.

And I also had confident on my preaching at university church. Actually before I was not sure if my sermon is working at African congregation I mean local churches in Kenya because I have never done my own church ministry and my preaching was not very spiritual, so I hesitated to do preach last many months, but now I realized that I am ok at university church. I am glad and also grateful to God who gave me this special preaching gifts.●

