



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

Things to add on faith

From the standpoint of the Lay Pastors Ministry, we are also responsible for the ministry at the same time when we are saved. In other words, like both sides of a coin, it is salvation/ministry. We all know that salvation is by [faith]. The question is what the ministry is and how to do it, and first, it is related to gifts. In other words, it is best to follow the gifts we received. It is to make sure that to be given the gifts was to do the ministry. The ministry is for the benefit of the people, the church, and the world, and it can be said that it is unpaid. I don't think it's a ministry to make money. (Difference between ministry and job)

Salvation is a simple thing, but on the other hand, ministry has many aspects to consider, and Rev. Melvin put more emphasis on "being" than "what will you do?" during ministry. In other words, we can say "What we are!" and "What we do!" In other words, in order to be good at ministry and become long-term, it means that both quantitative and qualitative must be equipped. In short, faith alone is not enough to make ministry more effective and long-term. Dr. Melvin seems to have thought about these two things in depth, and I guess this is what he felt while working in the United States for more than 30 years. Some people think that faith alone can do everything, but it also means personal salvation, and it seems to think of ministry too easily, saying, "Is qualitative development so necessary?" Therefore, although he starts his ministry well, it is common for him to live short.

Then what kind of people should we be to be effective and long-term in ministry! Something should be added to and supplemented by faith. One qualitative aspect of ministry does not seem to be a sufficient condition. It is basic to understand and consider others as an easy example, but this alone does not create synergy. It is also very limited in terms of effectiveness. We often believe. Wishes and love, but is that enough? In order to be effective in ministry, there is something that must be added to faith.

The Bible says such things, II Peter 1: 5 to 8 verses. For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, mutual affection; and to mutual affection, love. For if you possess these qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.

In other words, in order to feel that there is fruit and that there is meaning and value in our lives, the above seven things must be added to faith. It is goodness; knowledge; self-control; perseverance; and godliness; mutual



affection; love.

In order to succeed in ministry, these seven elements must be added, which means that if one of them falls out, it will weaken that much in ministry. I would say that we, the ministers, are responsible for training and supplementing ourselves. Of course, it is not something that will be solved overnight. These are things to keep trying and trying. In that case, our ministry becomes effective and productive.

First, you should be a *good person as much as you can*. We sometimes have an evil heart for those who are not good to us. However, it is necessary to continue to maintain goodness and to establish and maintain virtue in human relationships. This should precede the ministry itself. It is difficult to expand externally if you do not benefit internally first. 2) Faith requires *knowledge*. Better say wisdom. I think visible wisdom is needed, and invisible wisdom is also needed. I think everything is a mindset that our Lord rules and manages. 3) There should be *self-control* in faith. Saying everything and expressing everything is considered a fatal mistake that reduces the effect. There are sometimes such people, and hard work is a case where the honor accumulated by hard work is discarded at once. 4) *Patients* must be added to faith. One professional worker said that the success and failure of every ministry depends on whether you persevere. It also appears in the Bible a lot. Endurance, undaunted, unchanging, faithful, reliable, etc. are expressed. 5) You have to be *godly*, not secular. Some people have good faith, but they are so absorbed in trends, pride, etc., that they confuse whether they have faith or not. Let's say that there is a woman who brags about a bracelet worth 40,000 dollars while hesitating 100 dollars in mission funds. People will naturally have doubts about her beliefs. 6) *Brotherhood* is like friendship, and you should have an attitude of loving, understanding, and accepting brothers. 7) Finally, *love* must be added to faith. The word love is said to appear 158 times in the New Testament. Of course, it is Agape's love for everyone in the Greek sense. This is different from brotherly love, and the saints must exchange special love with each other.

As you can see above, [faith] alone cannot be effective or productive in ministry. This is, of course, an essential addition. If you don't work and think, "I'll only maintain my personal faith!" you don't need the above supplementary qualities - but sometimes there are people like this, but if you want to do something meaningful or valuable, you should pay attention to the above supplement. How sad would it be if it ended up with results that were not as effective or productive as expected when we invested a lot of money while working hard and bleeding and sweating!◆

The weak-points of Korean church



THROUGH getting this ministry, I have found what the weak point of Korean church. Korean churches are not related with this ministry directly, but they needed it. Why? They have done almost every ministry paradigms,

every ministry projects in the world wide, so they were look for something happens, that's no way to get out from the hopeless current situations. They know they have problems, but no idea where to headed. So the Lay Pastors Ministry was given them hope, because they never thought seriously about laypeople last 100 years.

How to helped churches through more deep understanding of Korean church, and also it effected to management of LPM Korea Institute. I am personally happy is ok for myself, but how to used it for our organizational growth? Our job as organization is to make up those weak-point and then help them stronger than before, than yesterday. Our organization and also staff are very newly, so need sound direction and goal of what to do, and need to know what they wants us as a national headquarters. We had clear purpose and goal why this institution exist for today. I am sure not only for Korea but also other countries need something new and something different approach and different paradigm. This is the homework in front our

Institute.

THROUGH studying myself on the resources, I was getting familiar with those materials and manuals of this ministry. Also, I have found that my teaching skill developed and sharpened. I had knew that I have some talent in teaching. When I was trained in CPE in Canada, my supervisor Dr. Muriel reminded me in public, so I was confident that I had it. Anyway, through using and teaching those things, my personal growth has increased a lot more than before. I never thought of teaching that much before, but teaching and training became my routine. Not only teaching in Korean but also English speaking has improved a lot. Through English-speaking teaching I really enjoyed myself. I was teaching on many occasions; seminars, pastors, lay people, lay pastors, denominational gatherings, theological schools, local churches, and so on. I have learned a lot through those experiences.

STUDYING and using English books was wonderful for our ministry and organization as well. With those English resources we opened Training Center especially for Foreign students those who came to study from many countries, and more ministry went on through making PIF (PACE International Fellowship), and this was fellowship with foreigner more regularly and systematically, and this ministry make us stronger and led me to visit their countries; Thailand, Japan, Myanmar, Romania, so on. Our organization became more accessible to all the world, and I am sure we have done what we have to accomplish. ◆

Two purposes

Training within the church can be viewed in two ways. It is the training of the whole church and the training of individuals. If the training of the church is viewed as the overall systematic training, individual training is the training of leaders in the church.

But in fact, the concept of Ep 44 4:11-12 implies that it trains individuals rather than speaks of the whole church. So, where is God's purpose? Is it for the church or for the individual saints? Of course, it must be both. However, the approach may vary depending on where you focus more, and there is a big difference in visual terms.

Church development is necessary as well as individual development. This issue (church versus individual) seems to be difficult, such as "forest first, tree first," and "chicken first,

egg first." Carl George believes that individual development is important, while Allen (author of Me to We) stresses that the whole thing should have a quality level rather than an individual.



For example, Saddleback Church (Rickweren) emphasizes a lot on the purpose of the church. Of course, it will not ignore personal development. What about these suggestions: what looks like an iceberg is church development; what looks like a personal development within an invisible church.◆

(Pictures of the Lay Pastors Ministry)



Discovery of potential



Potential is invisible. However, it is a term used to describe the inherent energy, capabilities, and possibilities.

It is necessary to have this perspective in order to develop saints. In other words, it must be viewed

from a different perspective than the perspective we have seen so far. In the end, we should not see it from the perspective of our natural and natural perspective. In other words, you must wear glasses of potential.

For example, it looks different depending on what color of glasses you wear. The new lens is to see the world differently. The world does not change, but the colors you

see change.

It's not about seeing the heis itself, it's about seeing what that person will be like. There is a painting by French painter Renimagritte in the early 20th century, and he paints it with a bird egg on a desk. What's being painted on a canvas, however, is that it is not an egg, but a bird. He is looking at the egg, but actually looking beyond itself.

Seeing people through the glasses of potential means seeing potential beyond the person's reality (the way they are).

When a person sees you, it means that you can trust yourself 'more than believe' in yourself. In other words, you are not very aware of your potential, but that person may see it.◆

Courage to dream

Every great accomplishment began as a dream. I believe so! As one author put it, "All things are created twice. There's a mental or first creation, and a physical or second creation to all things." As a leader, we must dream about what could be and should be. We must allow our mind to wander outside the boundaries of what is and begin to create a mental picture of what could be.

The leader who accomplished great things will not always be the most talented or the best educated -- it will be the leader who refuses to put brackets on his thinking. It will be the leader who refuses to limit himself by what others have done or failed to do.

But dreaming requires courage. For on the heels of every dream is the demon of doubt. No sooner have we latched on to a preferred future than our minds are suddenly filled with all the reasons it won't work. We find ourselves wondering if we are really up to the task. And if we are courageous (or foolish) enough to share the dream with others, they are generally quick to confirm our suspicions.

In spite of all that, we must forge ahead and dream. Otherwise, we will simply spend our lives facilitating the dreams of others. If we allow fear to overshadow your dreams, you will never try

anything new or create anything new. Worst of all, if fear causes us to retreat from our dreams, we will never give the world anything new.

I once read, Dream no small dreams, for they stir not the hearts of men. More than once, that simple statement keeps us from retreating from our dreams. We know from experience that it is impossible to lead without a dream. When leaders are no longer willing to dream, it is only a short time before followers are unwilling to follow.

So let's dream! Dream big. Dream often. Somewhere in all those random ideas that flood our mind is one that will capture our heart and imagination. And that seemingly random idea may very well evolve into a vision for our life and leadership. ◆



Excellence in ministry



To prepare the soil for effective leadership development, we need to challenge a value that has become prominent in many churches over the last decade - the value of

excellence. Over the last years, many church have greatly improved their church programming to better reach unchurched people and to honor God in worship. Megachurches especially have worked hard to implant the value of excellence into their church. And also some churches value on excellence in ministry. Yet, an emphasis on excellence can cancel out the value of leadership development.

Rick Warren, senior pastor of Saddleback Valley Community Church in Lake Forest, California challenges us to

think carefully about this in a discussion about how to build an equipping church, we have to tear down the idle of excellence. Why? Because most people are not excellent; most people are not extraordinary. Most people are ordinary. If we are going to do ministry through ordinary people, we have to give up the notion of excellence.

If we highest value is excellence, then we are not going to entrust ministry to ordinary people. We are going to go out and fine the very best people. We probably won't risk putting a developing person into a significant role either, because we don't want to compromise excellence. We won't give away ministry to lion cubs, and we won't work with eggs.

We don't have to wait until we can be excellent before we can do good stuff. Only a few - by definition - can be extraordinary. God calls us to do best we can with what He has given us. ◆

Need for a sense of urgency



PROF. JOHN KOTTER OF HARVARD University wrote a book called "Leading Change," in which I learned about beneficial insights and urgency. I've never heard of this term, and I find it really useful, so I've used it many times. As we know, a sense of urgency is important to move people's minds. That's why John Kotter talks about it.

That is a concept that we always need and valuable. Otherwise, people will become sleepy and lazy, and even the initial passion will slowly fade away. Urgency always awakens people. As Rev. Melvin said, if they don't keep moving, they tend not to move. That is human nature. Prof. John Kotter mentioned some mistakes why some ministries fail, first of all because of the lack of urgency, and in a word, he said that too comfortably and has a problem accepting complacency as a daily routine.

We can maintain a sense of urgency if we are meant to have short-term projects. Therefore, we need to try a short-term project and after completing

it, we need to try another project to achieve another result. That will make us tense and achieve. Then people will see the potential for the organization they belong to. What are the consequences of a lack of urgency? Even if the leader says a new idea, it doesn't work. In short, they don't try to move because they're not in an urgency. If this situation lasts for a long time, it takes a long time to recover again, and it is expensive, and in the worst case, it does not develop at all. Because if there is no sense of urgency, in short, people only do what they need, so they don't make extra efforts.

The same was true of the project to build our Melvin University. Do we have enough urgency? used to ask myself. Especially, it is a necessary question for those who expected to sponsor school construction. Are they feeling a sense of urgency about preparing and sending the promised funds? Otherwise, they won't.

On the other hand, how can we create a sense of urgency as leaders? This is also a sensible question and needs to be addressed. Sometimes we need to create urgency from ourselves, not from the outside. In my opinion, as already mentioned, a successive "short-term project" is one option. We must achieve the short-term project completely, even if it is small. It is

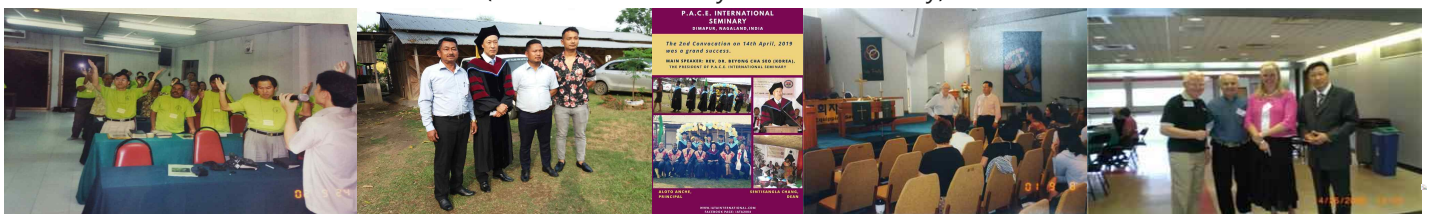
believed that such short-term plans and its achievements can continue to create the necessary urgency.

Another, there is no sense of urgency in a decision without a deadline. Deadlines are necessary for even small things, if necessary. So the decision and deadline (Decision and Deadline) have to go hand in hand. Is that true? Why? Once people hear about a project with a deadline, they are more interested than loosened. If not, they don't believe it because they don't think it's a serious problem. If you are not sure when it should be completed, it gives the nuance that there is no deadline. So a deadline is absolutely necessary if we really want to complete something.

People need to know when to really start, and when to really end. Then, it can give the task and responsibility for completion. Otherwise, it is said that people tend to postpone it naturally and rarely finish it, or eventually become normal, and then mediocre it. It's natural for humans. However, it cannot be pushed deliberately. So how can you create such a sense of urgency? That is our job as leaders.

I've always felt a sense of urgency myself. If I hadn't approached like that, our ministry wouldn't have come this far. Maybe some people complained about my style, but it was. ●

(Pictures of the Lay Pastors Ministry)



Flesh Mob



Future & Present

It says that only planning is bringing the future into the present. It talks about important of planning. Only dreaming is not enough. Everyone get dreaming about something, but only a few moves on the planning of it. There is also saying how we make good plans is a measure of our overall competence. The better we have the plan, the easier it is for us to overcome procrastination to get started, and then to keep on going.

So making a good plan depend on our ability. We need to develop this kind of ability constantly. Yes, we are living in the present, but also without living now for the future, that will be less meaningful. Why? We human being is living for the future. I don't know about your reader, but for me almost and always leaning to the future, near future and far future, and it kept me alive and even lively living.

Even in the Bible, future & present are exist together always. We pray for now, but it means we expect something happens in the near future, so it is good and wise to get harmony between future and present.



Testimony on the PACE

Rev. Asui Shingnai (2nd from right)
Sunhan Community Church
Korea

As you have asked me to say a few things about PACE let me share my opinion in brief what I think PACE is all about.

In my opinion PACE is like an institution for lay pastors just as seminaries are for the theologians. But unfortunately, there are many pastors who cannot afford to attend the seminaries and so there are so many lay pastors who are taking care of their churches.

But as they have no knowledge of how to lead their churches, there are so many churches just laying as a lifeless three without bearing any fruit, and for such churches PACE is the answer.

PACE is the right platform for the lay pastors from where they can learn and equip themselves for their ministry, because I believe that, PACE is a ministry for training the Lay pastors. PACE can teach them how to take care of the church administration, how to train the deacons and elders of their church and also how to motivate their church members. In short, PACE is a blessing in disguise for those churches who are led by a lay pastor.

In conclusion, as PACE ministry train the lay pastors, I think it is very important to let them know that, PACE ministry is and will be praying for them, PACE ministry will always be available for them, PACE ministry will be contacting them or they can contact the PACE ministry at anytime and that, PACE ministry will always try to teach them good examples as our Lord Jesus did during His three years earthly ministry.

note)

Rev. Asui Shingnai came from India and student at Kukjae Theological University, and he joined Sunhan community church as a associate pastor in March, 2014. He is also active member of PACE International Fellowship.



Let's leave it to God's hand

I have preached at one church on Wednesday evening in Seoul downtown. They asked me how I worked in Kenya. I told them about the concept, "Fish Discover Water Last" and two key issues with that: Critical Point and Brutal Fact/Stimulate Progress.

Firstly, our due time and God's due is different. For instance, I thought I have done my work everything what I have to be done; my energy, my time, my money, my endurance, my sacrifice, all of mine, even my physical sacrifices, but I thought the mission which were given by God is not done yet, then I thought probably God's time is different from ours, and then I accepted, saying "I have done everything, so let's leave it to God's hand. I can't do anything for now, anymore." Actually, I thought this way eventually in Kenya and came back to Korea for the rest. By the way, something has happened, I mean God was working for this mission.

Secondly, Fact is bad but has to keep on going. That's our struggles to all of us. We may call it paradoxes. Two are very different but should be in place. If we want to success, we have to accept this unacceptable reality. Difficulty, BUT Keeping going.

Relationships between fish and pond



I often talk about "big fish in the small pond" when I meet with our university staff, especially the vice president and the head of the faculty. It is expressed as a

joke in the case of a new professor at school or a large church pastor who participates in the school management. It doesn't mean there's a problem with such people coming into school. The key is how to deal with it from the school's point of view.

In any organization, in any ministry, there are competent people. They might always think, "Should I stay here longer?" Therefore, rather than expanding their organization or ministry, they always check whether they can grow or not in here, or they can leave at any time. Because they are big fish, it is inconvenient for them to stay in a small pond. There are two options for us as leaders at this time: let them leave freely, or grow our organization and make it bigger. Certainly the latter is a wiser choice, and I think it's entirely up to us, the top leaders.

In the case of our Institute, there have been several such moments. In the beginning stage, the fish were small, and the pond was small as well, so there was no problem at all. But a few years later, exactly two years later after the Institute began, big fish slowly came into our pond. So definitely with their help, our pond was slowly upgraded and became an increasingly large pond, and eventually expanded internationally, so the big fish in our pond were satisfied. I think they are determined not to leave our Institute. Because they think they can grow in our pond. And the pond got bigger and bigger. It became like a big river, and later like the ocean.

But something happened. This is the third step. Small fish, and those who first started the Institute, could not survive in the present large pond. They seem to be depressed, thinking about leaving on their own, "I don't have to stay here, in this big pond anymore." It was sad, but was true. So some left and some remained. The remainder were not key members as they used to be, and eventually they remained behind the scene. As a top leader, I

often find it difficult to keep both big and small fish in one pond. It is now a realistic job because there are two classes of people at Melvin University today. I think it is my job to continue to improve the school so that the big people can be satisfied, and also to make the early members proud and not feel bad.

And something happened, that is the third stage. Just small fish, those who started this institute couldn't survive in the big pond now. They are shrunk, and they might think to leave and think to themselves, "I don't need to stay here anymore, in this big pond." That's sad. So, some left and some are still with us, but they are a little behind the scene, behind the screen automatically.

As a top leader, I can't keep them both, big and small fish, in the one pond. That is a challenge for me to manage. I found three ponds in Kenya presently as well. LPM Kenya, LPM Seminary, and Melvin University. So it's good for people to put them in their proper place among those three different ponds. As a top leader, I can't keep them both, big and small fish, in the one pond. That is challenged for me to manage this.

I found three ponds in the Kenya presently as well. LPM Kenya, LPM Seminary, and Melvin University. So it's good for people to put for them at proper place among those three different ponds.

The other day, I wrote, "It is inconvenient to have large fish in a small pond." That's when our Institute was small, and when the University of Melvin was small, because it was just starting and settling down. It was true that they didn't want to come in. When they come in, they might say, "The pond I'm going to stay in is too small! So better to leave."

But now Melvin University is slowly established and the four-year B.A. the course begins, so many big people are coming in. They can ask me to put their name up, or how much we pay them! It's something like that. It is thought of as phenomena that occur in growing and developing. I try to take it as a natural process.

But it doesn't matter if big people try to come in. The problem is in our preparation that they do not meet what they want. In a way, the pond has grown (Hardware), but there is still no internal (Software) to accept such large people.

First of all, those who want to come to offer us three requests: airplane tickets, salaries, and accommodation. It usually comes from the United States, the United Kingdom, and Korea, but the request for a round-trip plane ticket makes sense. Since it's a university, I guess they are thinking that we can do that. But the salary is quite a different problem. Professors coming from the UK are usually from Oxford University (those introduced by our honorary chancellor) and seem to be demanding in British pounds. The British pound is much more expensive than the U.S. dollar, which is a considerable burden. What they're asking for seems to be 10 times the salary of the locals here. The third is the accommodation, which is easy for male professors, but when female professors come, the preparation for accommodation is also very burdensome.

Another consideration is for our students, which may be directly related to the above problem. This is a university in poor Africa, and furthermore, a school in a very rural area. The students here also know that they are referred to as "black continents" from the outside. It means that Africa is the place where it is difficult to live.

So when I introduce our school to people outside, I always [in Africa] University emphasizes, because most people think that Melvin University is in the United States, Korea, or another country, and imagine it as rich as American universities. Developing schools and, on the other hand, financial burdens are our main concerns now. So I think we need a little more time. The local professors and school staff here have never been to any country other than Africa, so they are satisfied with a small salary and work with gratitude. This is because they enter a competition of 20 to 1 even if they select one professor or employee. The reality here is that it is difficult to find a job.

When is the time to expect a big fish to come in, but now it seems that another worry is beginning. However, this is a grateful concern because it is possible that the school has developed that much. ●

