



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

Hallelujah church

Hallelujah Church started with one family (8 members) September 9th, 1980, located downtown Seoul Korea. Today, there are 7,000 members of Hallelujah Church. In March 1991, the Lay Ministry Academy was opened and in June, 2000, the Lay Pastors Ministry Conference (a historical event for Korean Church history) was held.

Lay Ministry Academy

Rev. Kim Sang Bok (called "David Kim") studied, taught, and pastored in the United States for 20 years until he was invited to Hallelujah Church. On June 17, 1990, he became a Senior Pastor at Hallelujah Church where he opened the Lay Ministry Academy (LMA) a year later.

LMA's purpose is to instruct lay people in three Biblical principles: Bible (10 credits); Theology (10 credits); Ministry (10 credits). To graduate LMA, the academy requires a minimum of 30 credits to be a lay pastor.

LMA's first graduation was in June 1991, where there were 1,473 graduates. There have been almost 33,000 graduates from 1991 through December of 2003. Lay people come from different churches to participate. One third of students come from Hallelujah Church and the other two-thirds come from other churches. There is great interest in Korean lay people about the concept of lay ministry. People are longing to learn the Word of God, and they are passionate about the lay ministry. LMA's focus is to teach the above stated principles of the Bible, but even after graduating, lay people still do not understand lay ministry.

There are some Korean pastors who do not agree that lay people can also minister. David Kim has been criticized for letting lay people minister. These Korean pastors believe that to minister is the pastor's job, not laity, and should be performed only by clergy. They allow lay people to serve, but not pastor.

To say lay people serve, but do not minister is contradictory. Serving is ministering, as ministering is serving. There is no difference. David Kim received his conviction of this from Ephesians 4:11-12. All people are given gifts to serve and minister to God's people and it is up to the pastor to equip the saints for this work. This is the ministry



philosophy of St. Paul. David Kim preached this passage last week at the Dedication Ceremony a new church building. It took 12 years to complete. (Hallelujah Church won first place for the most beautiful church in Korea out of 60,000 churches in Korea.)

There exists a paradigm shift in the lay ministry at Hallelujah Church. The shift in lay ministry began in 1991. This marked the beginning of the lay ministry. The second stage is started in June, 2000. The first Lay

Pastors Conference was held at that time sponsored by the Hallelujah Church and the Lay Pastors Institute. This conference was a historical event in Korean Church history. Keynote speaker was Tom Parrish, the General Secretary of LPMI, USA. The conference's theme was taken from the Ephesians 4:11-12, and titled "*The Church Will Come Alive When We Build Up Lay People.*" There were four main speeches: 1) What LPM is; 2) How to start LPM; 3) Why the church needs LPM; and 4) How to train lay pastors as well as ten different workshops and workshop leaders.

The Lay Pastors Ministry was started in Korea by myself, Byeongchea, and I was able to introduce the ministry to Hallelujah church in November 1999. I started formally the LPM Institute in July 1, 1999. When I open the Institute, I sought council with David Kim because of his zeal for equipping the saints for ministry. David Kim became very interested in LPM Korea and I shared LPM materials with him. I also arranged for David Kim to speak to the founder of Lay Pastors Ministry, Inc., USA, Dr. Melvin Steinbron (Dr. Steinbron is currently 83 years old and is still active in the ministry). After speaking with Dr. Steinbron, myself and reviewing the LPM materials, David Kim chose to adopt the lay pastors ministry. David Kim sent 10 members of his church, along with myself to the International Lay Pastors Conference in St. Louis, Missouri, USA in 2004. Upon return, the decision was made to hold a Lay Pastors conference in Korea.

The people who went to the conference brought back the message "Partners in Ministry." They also returned with a sense of what "lay pastoral care ministry was about." The Korean church has attempted pastoral care ministries over the last century, but the efforts have not been effective.◆

LPM Training Center



After Lay Pastors Conference (June 2000), Hallelujah church opened LPM Training Center. The LPM training centers objectives are to: 1)

produce lay pastors; 2) provide seminars for lay pastors ministry; 3) base ministries on LPM; 4) build up the LPM system; 5) spread the teachings of LPM; 6) continue to study the Biblical principals of LPM; and 7) hold national and international seminars.

The main purpose of the training center is the ministry of lay pastoral care. This is a broad lay ministry. They have formed a Ministry Leadership Group. This is a small group that has ownership over this ministry. There are nine members (Senior Pastor's wife volunteered). The members have learned about LPM, especially on PACE ministry. PACE is the task of lay pastors.

- P prayer
- A available
- C contact
- E example

The members also provide proper training curriculum and ministry system.

David Kim (Senior Pastor) began to equip church leaders. He trained 15 elders (PACE 12 modules). Most of the elders were positive about the ministry, but some were not convinced at first. After some time and study, all the elders were positive about he ministry.

The training continued with 38 deaconess, 22 deacons, 9 youth leaders, 8 elders, 28 men leaders, 199 women leaders. Almost all the leaders in the church were trained in PACE.

Most of the congregation understands LPM and PACE ministry(about 5,000 people). The first day of 2001, Dr. David Kim preached John 21;15-17 to the congregation and announced "Twenty-first century is the era of lay ministry." Since then has spoken, preached, and taught on many occasions about LPM.

There are many church leaders that have received Lay Pastors Ministry training. They adapt the PACE ministry the cell groups, bible studies, and teaching groups. PACE is the core of the ministry and it is being used to care for the congregation.

There will be three stages: 1) June 2000-June 2001, call it "study and preparation". 2) June 2001-December 2002, call it 'clinical and expansion.' 3) January 2003-present, call it 'settlement'.

Questionnaire of the ministry

In early 2003, a questionnaire was sent out about LPM. 547 members responded. The results showed that: 45. 9 42.7% for women prayed two to two and half hours per a week and in using the PACE ministry: 44. 2 54.1 % for women do this ministry.

Possibilities of Lay Pastors Ministry

How effective the Lay Pastors have been to the congregation! According to the Research, the congregation feels it is 70% as effective as a Senior Pastor. (Melvin, *Can the Pastors...*, pp. 147-149).

Lay Pastors are as effective as Senior Pastors are. Isn't it wonderful? This ministry is building up the body of Christ. ◆

(Pictures of the Lay Pastors Ministry)



Learned how LPMI USA was doing

I am getting to know people in the LPMI USA. I needed to know who they are, what they are doing and how they are doing as well. They have done this ministry already for 25 years, so they have a lot of practical experiences and so-called KNOW HOW. I need it first. Those experiences are indispensable for my personal development. Getting to know more, it will be better for my personal development. That might be my personal goal and also personal purpose why I am doing this ministry. I have been trying to study all of their resources in every day, especially their Network News which is published four times a year, last 25 years. Mainly Dr. Melvin wrote what it is and what he had been doing

As I was getting familiar with their resources and themselves at a personal level, I am used to adopting them into our organization, and our organization was getting settled down because we knew what to do, where to head, and their organization became our role model, and we had

benchmarking. Their members, called board members as I figured out later they were incorporated, that's why they called them LPMI USA.

. Melvin told me later to make it very hard, so LPMI Korea called our member staff. That was good from the beginning, it was a simple concept, and continually we kept the name. Also, they were working not only for the USA but also for all the world, that's a worldwide ministry, so calling board members fit their ministry volume. But our case is just a small institute, and we study first by ourselves . The so-called institute matched our original concept, so we studied a lot of LPM resources as an Institute. ◆



Learned how Melvin was doing



Let me talk about Dr. Melvin himself and what he was doing. Since I got to know him, we have been communicating each other by phone and by fax. In those days, Melvin used fax and I used cellular phone

and fax as well. Whenever, wherever I finished seminars I called him by my cell phone right away because I want to REPORT, but not only reporting him but also want to get his praise and feedback from him what I have just did it. Whenever I called him, he was at home and got my phone. It was used to do each other, and unconsciously it committed each other to do it, just like ritual. So we were talking constantly and constantly. This is what Melvin is doing for me personally. Through this ritual, I have learned how important regular reports are.

In the ministry, he was doing this ministry for about 25 years already once I first contacted him. I have learned from what he was doing. Above all, his long term ministry is interested in my attention. Because he dedicated all of his life to this ministry, so it was possible to come up to now. He tried trial and error constantly and updated and modified constantly, and he had seen the churches themselves and what developed resources they needed. His resources were distinctive and churches needed those resources, even though there are plenty of resources in the churches in the States.

I tried to follow, and unconsciously I copied what he was doing for our organization. He didn't teach me a lot, but I think he showed me, and we followed his spirit and his philosophy. So our organization accepted his style and leadership without any problems and our organization moved forward smoothly because our staff believed him, and also they believed me as well as a leader of LPM Korea. ◆

Translating speed and skills upgraded

I had been translated some books on the preaching already because I have studied on preaching at Methodist Graduate School in Korea and also in Canada as well, so I thought Homiletic for a while at Sungkyul University in Korea. But through this ministry I have been translating, studying every day for Lay Pastors Ministry. There are not only two text books but also many Training Manuals and Re-equipping Resources by Dr. Melvin. I have to translate every paper into Korean. And it took almost more than 10 years to complete to translate all of them. Those resources are useful and useable for making our ministry was growing and making possible of two school in Nagaland, India and Melvin University in Kenya. One of what I have good one is to translate all of the resources into Korean so our next work churches more trusted on us. Not only for translating, but also I have done my finger-typing all of English materials to be useable, so in the end I made many Bilingual -English

and Korean - resources and made Encyclopedia if Lay Pastors Ministry even though online and off-line as well. It is more than one thousand pages. I am still used the Encyclopedia here and there.



I became more and more familiar with the English resources of using for organizational growth. Those works of translating was also giving people to be trusted our organization because our ministry is not sprung up from inside Korea but imported from the States. In those days some of parachurch ministries and organizations came from the States and people prefer to accept it because they believe in the church of the States and longing for following their style, so our ministry and organization was floating the wave, that's timing was good. ◆

How does water reach its destination?



Anyway, the water finally reaches its final destination. If there is a rock, avoid it. Why? To arrive at the final destination. Likewise, when we choose something important, it is meant to guide us. And it flows like water and moves smoothly.

How can water reach its final point, sometimes a big ocean? In fact, I think there are two important concepts for smooth water flow: "Avoidance and Acceptance." Two words. Avoidance and Acceptance.

What does 'avoidance' mean here? This means that it is better to avoid things that are not very important in our progress and that there is a

possibility of discord. It is necessary to block what is not necessary to move forward more smoothly and effectively in the future.

In other words, if we have everything in our minds, if we accept everyone's thoughts, all opinions, we cannot proceed as planned in the first place. Because they make us distracted and waste our energy by making our attention unnecessary. So we'd better avoid those things wisely. It's an inevitable

phenomenon, but the reality these days is too much to distract us.

And what does it mean to acceptance? We need to accept things that do not impede progress. Of course, it can't be helped that there are many different ideas and different opinions. But we don't have to fight those people. There is no need to spend our precious energy on such an argument. So we have to flow as smoothly as water, accepting what we don't really need. As if the water flows, branches and swords are just passing through. And we accept that we don't have to say no. In other words, even if

it is continuous, it should be done wisely. There are leaders who are too sensitive to small things, and furthermore, they expand themselves to create obstacles to progress, which I think is unwise.

As we know, the water flows and finally reaches its final destination. Avoid rocks in the process, and just go through what you can.

Likewise, once you start your ministry, it should flow like water, but what about causing a lot of disruption! Principle: Avoid obstructing our progress. That is how resistance is reduced to a minimum. There are only two choices ahead of us: Avoidance or Acceptance.

The same was true of the establishment of Melvin University in Kenya. The necessary finances did not matter. On the other hand, our minds, the little things around us, and the problems of our personal lives have made it difficult to proceed. That's why we have to let it flow like water. Then such resistance will be diminished, and it can be easily passed by any obstruction, opposition, or even resistance from our close colleagues. Finally, our vision is to come true. ●

An open letter on leadership



I saw the following article many years ago, and over the years I have used it for pastors seminars, and many occasions.

To: Jesus, Joseph's son, Woodworking, Nazareth 25922
From: Jordan Management Consultant, Jerusalem 26544

Dear teacher:
Thank you for submitting 12 resumes for the new organization. We reviewed each of their documents and not only reaffirmed them through computers, but we also had personal face-to-face interviews with psychologists and professional aptitude consultants. I am sending you the results enclosed. All the results are in the envelope, so please look carefully at each one.

I would like to give you our general opinion, informing you of the final

discussion as a whole. Our opinion is that most of the candidates you nominate lack background, education, and professional skills that do not fit your business. They don't have a team concept. We strongly recommend that you re-recruit people with experience in management and proven competence.

Simon Peter is emotionally unstable and impatient. Andrew has no leadership qualities at all. Two brothers, James and John, Zebedee's son, put personal interests before loyalty to the company. Cutting boards tend to demoralize. We believe it is our duty to tell you that Matthew has been blacklisted by the Jerusalem police. Alpheus and his son, James, were certainly radical, and both scored high on the bipolar scale.

But one in 12 candidates demonstrates tremendous potential. He is a man of ability and resourcefulness, of meeting people well, of sensitive business minds, and of contact with well-known people. He is very motivated, ambitious and responsible. We recommend that Judas Iscariot be your right-hand man. I wish you success in your new business.

Thank you.
Jordan Management Consultant

The above is also interesting. There's another similar story, and once there was a heavenly meeting, and thye said to Jesus, "Can you take people who are not even capable and to accomplish with the great mission of world evangelization? Why don't you change them?" Jesus' answer: "Even so, I will continue to work on behalf of them."

Should the above stories eventually continue to work with people who are not capable? There are times when the question arises for us, too. I had that experience, too. But if you look at the book "Built to Last" and some other books, you have to work together while raising internal people to make ministry successful in the long run.

I also had an experience with this problem, and I thought about changing to a new member at that time, but when I read the books "Continue with Internal People," I decided to continue with the early members and continued. Then, as time passed and the time came, new people naturally joined and achieved the desired purpose, resulting in the expected results. What if I had changed people from the beginning? The mere thought of it is so terrible that the consequences are predictable. ●

Flesh Mob



Go slowly

I found some metaphors through this MU journey, which was talking with the Principal Ogillah for a couple of times: Splinter and Marathoner. I have used this metaphor for a few times. I was jogging at school ground which is close to my place in the early morning every day. I was walking slowly in the beginning, but it was not enough for my physical exercises. I said myself just walking is not enough, no good for my health. So I need to change my pace, speed, because one of my colleagues advised me to "exercise until you get sweat." So I have begun running since then. It was nice, and I got sweat in 20 minutes, and come home to take a shower. Very good feeling!

So I shared to Ogillah that we need to go forward, and sometimes just like splinter, sometimes marathoner, sometimes, a little slow. But I found and warned to him "going slowly" should be very careful. If we go slowly just for two weeks, people might think of, "Byeong & Ogillah must be stopping soon, because they are almost sleepy."

So someone's telling to "go slowly" for me needs to be a little cautious. He doesn't think of how serious our vision, our endeavor for now. Yes, I know what he meant, said "go slowly," he told it because to worry of my energy and health. Yes, thanks about it.

But once I think of my physical energy, I am a hasty style. Sometimes we need to do like that, not every time, but in times of that case when we need desperately we have to be speedy. I hope you understand what I mean.



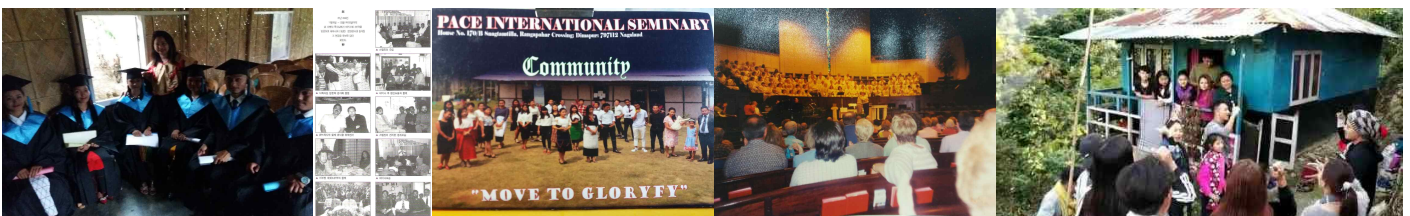
Ministry Culture

We need to deal with Culture while we are doing ministry. That is indispensable, and not to avoidable. Because I read one concept, saying "Culture trumps Vision." The expert in this area, Samuel Chand wrote the five cultures in his book, Cracking Your Church's Culture. (© 2010). He said Inspiring Cultures, he focused on the 'authority is decentralized.' Accepting Culture, he focused on 'to slow down a bit to be sure to miss the holes.' At Stagnant Culture, focused on 'to moves slowly to avoid damage,' at Discouraging Cultures, say 'to stuck in the mud.' Lastly, at Toxic Culture, says 'on the road, but the bridge ahead is out.' He had written well.

Let's compare the culture of LPM Korea with these cultures. As you see, first two cultures are good, e.g., Inspiring and Accepting. Actually, LPM Korea had this culture. I am saying that we had a good culture. And at the beginning of the stagnant moment, we had been shifting the direction of ministry toward schooling, and it worked well.

Anyway, some organizations must have those bad cultures. Dr. Samuel Chand mentioned for a couple of problems, and some I have agreed as follows: First, blaming others. Yes, once something is not going well, people tend to blame others especially to their leader, just like Israelites those who blame and complaint on to the Moses. And maybe there were power struggles happened at many organizations. This it also relates to leadership as a top person. Lastly, among many other things is the lack of authenticity. Dr. Melvin expressed this as Integration in his PACE Training Manuel.

(Pictures of the Lay Pastors Ministry)



It's a big pond, so a big fish



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 is too small! so better to leave."

But now that Melvin University is slowly established and the four-year B.A. 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 in 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 and 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 thinking of 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 the 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.●

