



# 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

## First book, *Can The Pastor Do It Alone?*

I got this book when I began to teach at Sungkyul University in Korea. The school asked me to teach on pastoral care at senior class, so I found and gifted me from one professor at ACTS (Asian Center for Theological Seminary). I read and taught students with this English book, then students asked me to translate, and also they said Korean churches need this book and this ministry as well. I have translated, published at bookstores in the market, and many churches used this book, I assume more than 5000 copies sold. Actually, my life and direction for the next 20 years changed. I helped thousands of churches, big and small churches, in Korea and overseas in the end.

Since I got this book in my hand, my vision was clear and I opened LPM Korea Institute. I invited people around me and introduced this book, and I was attracted to this book and its ministry. This book was the guidelines of our organization and the main textbook for the future. Our staff gathered and studied more in detail and developed it more deeply and discussed how to adopt and adapt this book into Korean churches. This book made us successful throughout from Institute to Melvin University today. I am sure our organization was successful which means we have done what should be done, in there this was the mainstream of all the phases.

As we know, his ministry was beyond the wall, expanded to all over the world from the States. Many people in the world read his books and watch the Network News. In those days, there was no internet popular, also very rare of websites, so he sent the Newsletter here and there, and people got to know this ministry: some in Africa, some in Australia, Canada, Bahamas, and so on. I am the witness of



what has been done, and how to. So I brought his ministry expansion style to LPM Korea. Of course, once an overflow of energy is possible, I remember that I tried to make energy inside first. Keep the momentum was my slogan. Keep on running was our motto. Finally, our energy began to overflow visibly, so our Institute looked overseas, and we took on the action to spread, to export. First, our ministry is important in Asia; Taiwan, Thailand, Japan, Myanmar, Nagaland, then Canada, Europe, Romania, and so on. So our organization was growing inwardly for Korea, and outward for overseas. Definitely we used English manuals, books, resources, and I was glad to be used those resources what I gave done typing myself last many years.

LPM Korea couldn't have begun without Dr. Melvin. He appointed me as a National Leader of LPM Korea on July 1, 1999. So LPM Korea formally began then. Of course, I have prepared for about two years prior to then. Anyway, from the very beginning, Dr. Melvin helped, guided, and gave me those bigger visions continually, constantly, and always. As I mentioned other places, he answered every day what I had questions. So my own growth, especially in terms of ministry, due to his help.

Those relationships with Dr. Melvin definitely affected the LPM Korea. Whenever I got something from him, knowledge, inspiration, insights, I transferred to our staff members in the office and outside. So they were third people from Melvin but almost just like the first people to meet Melvin because they know all I know from Dr. Melvin. This system was indispensable to the success of LPM Korea. So Dr. Melvin helped me, but eventually he helped LPM Korea Institute to grow and to succeed. ◆

(Pictures of the Lay Pastors Ministry)



## My mentor Dr. Melvin and my model



Why is Dr. Melvin my mentor and modeling? What do we mean mentor? We talked a lot about mentoring today. Teacher, coach, and mentor proceeded today. But the mentor is good at putting his name on me. He was a guide

first and teacher, and he moved as a mentor to me. Let's talk from the beginning in terms of this ministry. Mentor covers many things: teacher, advisor, facilitator, and helper and caregiver. He did those things to me. As he had been doing for me, he became my model. I had several teachers last year, but Dr. Melvin was the top one for me. Especially I had no father since he passed away when I was 10 years old. Of course, I had a few old brothers, but brothers are brothers, they couldn't be replaced by fatherhood, so often I felt Melvin is my father, and I rely upon him.

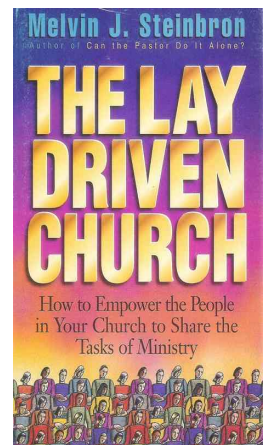
As he was my mentor and model, our staff knew that I am following Dr. Melvin, so naturally our ministry model became Dr. Melvin, so they accept him not only as a ministry founder but also still as a model for our present and for the future. It was wonderful that LPM Korea had a ministry model from the beginning, so it was not difficult to be successful. How he became a ministry model for us. He did help churches from the beginning to the end. That model was excellent and workable. He did it as partners in ministry with churches. That spirit is marvelous, and that's why churches in the States accept him and his ministry without hesitating, because they believe he is there for their individual church, So did we LPM Korea. It's modeling.

Dr. Melvin developed many useful and usable resources. Before he published the first book, he had been in this ministry for about ten years for one main church were based and for other churches around, it means he had field experiences first, and he wrote the book. Before making a book he studied and wrote a degree dissertation on this ministry, actually it was on the PACE Ministry. Slowly he built systems called LPM from his experience. So he got practical resources first to do PACE ministry for productivity and effectiveness. From the publication of the first Textbook, training manuals, reequipping manuals, monographs, Essays, Dynamite Meetings that we can use for monthly meetings, on top of that he wrote many valuable and practical ideas, insights at LPMI Network News for 20 years. There are plenty of resources, and I can put the name in abundance.

Those resources made our ministry and organization of

LPM Korea growing enough, that's why we began with full resources. The matter was, in the beginning, how we adapted those American styles into Korea. Once we decide to adopt it into Korea we need to digest and study a lot because mostly those training resources are adaptable to Americans, and it was a little awkward to import to Korean churches, so we have to localize. So our staff of LPM Korea have studied a lot and tried to transfer to the local churches in Korea, especially to the very rural churches which had difficulties with original concepts and languages. They loved this ministry and understood the basic concepts of the ministry and its spirit, so we both, local churches and national headquarters, have tried to solve these problems for many years in the beginning stages. In the end we were successful in transferring it to our circumstances, and local churches and our clients were satisfied.

Dr. Melvin wrote the second book 20 years after he began the ministry in 1978. He wrote the first book in 1988 which began 10 years later. He wrote what he has done in the first book, and he wrote what he has thought through the last ten years in the second book. In the second book, he wrote for pastors who are leading the ministry, because those pastors have to know not only in practice but also in theory and academically. Lay people need to know how to do PACE ministry, but senior pastors need to know how to do PACE ministry in the church systematically, and once PACE in the whole church it has to get some system, then it's possible to get the results that they expected.



And we LPM Korea also studied the second book along with the first book. Dr. Melvin said that, imagine two books as the pictures on the wall. Even one picture is perfect as good drawing, but when we look at two pictures, that's two books, we will get synergy. And we, staff of LPM Korea those who are approaching to the national level, we need to know not only in practice at field but also need to familiar with theoretical back up as well, because we are working for senior pastors, and often we had to teach and train then, so we have to go beyond the level of lay people. The second book gave us a lot of academic knowledge, and we can make school with the second book. ◆

(Pictures of the Lay Pastors Ministry)





## How do I have grown up to now?



It's interesting to look back myself how I have been. Actually I haven't growth very much before I met this ministry. I appreciated meeting Dr. Melvin and this ministry because it made me grow a lot.

First, I got growth through this ministry. It's challenging for me because it is new and heavy work to me I guess, but it was interesting too. However I didn't feel difficulty in this ministry rather I think I enjoyed it and in some sense last 15 years was happy working for good of the people. I was busy all the time; visit churches, make newsletter weekly, monthly, quarterly, even yearly journal (150 pages), and staff meeting in the office, and out there as informally so I have learned a lot from the ministry duty itself.

Second, I have grown up through mentoring of Dr. Melvin J. Steinbron, the founder of LPMI and my personal mentor from the very beginning up to now, last 15 years; even sometimes we had personal international call. He was really good to me so I am here what I am today. When I met

first time, I was really a novice, I didn't know anything about ministry world, but through him my eyes was opened, I could see churches and ministry all over the world. I found if we want to grow, we need mentor who help us individually and also in ministry. Through him I have developed more materials which was based on his original material, and have learned how to manage this ministry in the office and out there to churches, he guided me sometimes while I didn't know which direction is correct, I have believed him because he had a lot of experiences than me, he had 30 years and I had only 10 years of ministry. Of course sometimes he confronted me which was not very often, once in a few years, I remember twice in last 10 years.

Lastly, I think I have grown up through challenges, difficulties from inside and also from outside. We know that failure is the mother of success, but I can say here that challenge is the cousin of growth. So we need it, and for me sometimes I made challenges from myself, perhaps it was enjoyable, I am a kind of risk-taking person, so it made me growth.◆

## My teachings

Through this ministry work, my teaching level became very high. Of course, I had been teaching at theological school before I came to this ministry, but after I began this ministry, my teaching was visibly different. I had to adapt any occasions, anywhere, anytime because I had to meet various clients, sometimes pastors group, some lay people, some professors and all of their needs were distinctive, some needed how to train lay pastors, how to evoke the whole congregation, some needed only English resources because they have studied at other countries, some need how to motivate, some need how to manage, and more wished.

Through my teachings here and there, I see our organization is growing because after teaching here and there, I reported what it was to our staff, and I shared with them everything I had. Teachings were important to our ministry, and it became my primary job to do. Also on the other hand it is related to income for running our organization smoothly. For instance whenever I visited or invited to be teaching there, they used to pay for my teaching, and not only for my teachings but also buying our resources, books, manuals, reequipping resources, so they pay almost triple what I expected. Sometimes I go and teach at PACE Training Center in Hallelujah church, they also pay me well. So I am glad to come back to the Headquarters of LPM Korea because I am bringing enough money.

I found that our staff were so happy once they had a chance to teach at local churches at regional conferences and nationally. I have thought for many years that once they teach they can grow because in preparation they are looking



at ministry resources, materials again and digesting a bit more, so through those moments they are growing consciously and unconsciously. That's natural to human beings. Also they are working hard for this ministry, so they need to be rewarded for their hard work. I couldn't pay salaries physically, so giving them the chance to feel achievements and self-esteem, that's why I had given them those opportunities as much as I could.

They teach, they love this ministry, and our ministry was growing and automatically our organization was growing steadily. That's our strategy, and tactics as well. Experience in teaching them gathered information from clients about what our organization needed, so there was a win-win, the staff were happy and our organization was growing automatically. Those things make our staff stay in our organization longer and longer and are satisfied constantly. ◆

(Pictures of the Lay Pastors Ministry)





### Pastoring or Pesteering

married?" "How many children do you have?" "Why they were so late?" and "why they were fast." This is actually Pesteering, but not Pastoring at all. It's like police's interrogation to the criminal. It's not caring, it's bullying, and damaging.

In one case, a small group said they would pray for a new believer and asked her to sit around and let her come up with a her prayer request. That's why the young woman opened up various private lives under the prayer request. And they all prayed for it together and finished well. By the way, the following Sunday, her private life spread to the whole congregation. Probably, someone talked about her privacy here and there. This is not caring at all, it is damaging.

This is also one of the most emphasized training in the Clinical Pastoral Education(CPE). It's called "confidentiality," which means what we've heard about their privacy is not to be disclosed to the other people. It's okay to open up what's already publicly known, but don't open up what you've talked you about in a very privately. That should not to be opened up even between couples at home. It's like a sealed private letter. When we get a job at a company, they ask a resume including transcripts of the school. And can the company trust the

contents in the envelope if there are any traces of opening it up? What we heard personally means to handle it so carefully, and it means to keep it to ourselves alone. Even such content is far from being written on the paper anywhere.

It's so good to think that you're helping and taking care of others, but if you think and act from your own perspective, it's rather bothering. These days, I use a lot of group chatting rooms in Kakaotalk, and I have participated in the group chat room of my elementary school classmates in Korea, but there is time difference between Korea and Kenya, so it was uncomfortable because it was 3 a.m. in Kenya if 9 am in Korea. In the end, I said I am sorry and withdrew it.

After three or four times of these experience, I came to think very carefully about joining the group chat. I am also being very careful of it because after a few experiences like this, I realize that continuing to send Kakaotalk to anyone, in the end, it might be bothering the person.

In many other cases, we put pastoring ahead with the idea of "care," but in fact, there are too many and often cases of bullying, that's pesteering. We're so grateful for the care of others, but I think we should think carefully about whether it's bothering them or not.●

Caring can be called "Pastoring" in the pastoral language, and there is another similar word, "Pesteering," which means "bothering." But both have similar pronunciations: [Festoring] vs. [Festering]. Pastoring vs. Pesteering. These two questions are about "Am I taking care of them?" or "Am I bothering them?" These two English words look very similar but have completely different meanings.

We talk a lot about caring in church. There is also a saying in the Bible, "Take care of my sheep." However, they say that there are cases where they bother them when they say they are taking care of them. For example, some people ask too much about other people's privacy, with the saying, "The more I know about you, the better I can take care of you." But it seems to give the impression of tiring and bothering the other person by another asking, "when did you get



### Two fears

of course up to you. If you miss it and will regret it for the rest of your life, you are responsible for it by accepting it as an opportunity, even if it is difficult. Timing is everything, as Peter Drucker said. In other words, everything is timing.

There are three chances in life, and it is true that one of them is a decisive opportunity. I talked with the chairman of Melvin University recently. I know it's incredibly hard to build and get schools going. But the chairman was grateful for this opportunity. I think it's too much. It's not 100 percent commitment, it's almost hundreds of times commitment. But it seemed to think of it as the last chance given to life. So Melvin University started two years ago and is getting better little by little as it continues. This is entirely due to the chairman. In particular, he said that he was grateful because he met many people through the position.

No pain, no gain, no crown is a bit boring, but it is. I appreciate the opportunity given, but it takes a lot of blood and sweat to achieve it. Maybe

people can't because they're afraid of this. So I recently became aware of the proposition that glory goes with pain always. The greater glory is that it must go with greater pain.

Some people don't even want to take the slightest risk. I think it's probably because they're afraid of what they will do if they fail. The fear that if it doesn't work out, they'll only lose money!

It seems to be a matter of choice after all. Will you give up and regret it for the rest of your life? Or will you give it another try? Don't we know that it's true that failure is a truck's book, and success is only one book on 300 pages? If we are seized with fear of failure, we will not be able to act.

Is it fear of failure? Is it a fear of missing a given opportunity? Personally, I think it was definitely the latter. Opportunity - the establishment of the Melvin University - doesn't come often, so don't miss it. And I firmly engrave the slogan Timing is the most important as my own, and I promise to hold on to it whenever I have a chance in the future.●

Fear is bound to arise when we try to start a ministry or project. In other words, we might say I'm worried. It's going to come from two cases, and one is, "What if I fail?" i.e. fear of failure (Side of failure). The more people who have failed, the more likely they will feel that way. Another fear is, "What will happen if we miss this opportunity? (Side of regret)" That is, what to do with a given opportunity.

However, the former case is that it cannot start ("worried about failure"). Don't most people do this? However, those who think of it as an opportunity have become stronger in the idea that they don't want to, or "shouldn't miss," and those people start. [Worrying about failure versus worrying about missing out], two things. The choice is

# Flesh Mob



## Perfection? or Direction!

Dr. Melvin said about this and actually we, human being, cannot be a perfect, but if we got right decision, that's enough.

Once we are doing something, we tend to, "making perfect." Yes, we can make perfectly, and that is the best. But we shouldn't think of that way too much, and if we focused on the perfection, we probably cannot make it, just like speaking English. When we are leaning spoken English, most of us have this experiences as follows: One of my colleagues who was studied at English department at University. He was tried to be perfect at grammar of English, so whenever he talks with Americans, thought of being a perfect grammar. Undoubtedly, while he is thinking of the grammar too much, the person in front of him ran away, gone without waiting for. That's the reality.

So once we are trying to do something, if we think of making it perfectly, we cannot move forward, so that's why only focused on the being a perfection too much is not wise. I read many books on leadership and management, buy the way, most of the books were not talking about perfection in making something, but mostly were saying, "just trying something a lot, then pick up what is working." I think this is truth and keep in wise choice.



## People in the moon

As we know, the president of the USA, John F. Kenndy decided to send people to the moon. That's their final destination in those days.

I guess many people were negative to his idea, and maybe they thought it's mission – impossible. Eventually NASA made it, and not also NASA in the States, but many countries tried and completed that dream. I think they were tried tirelessly! But they made it finally. How? They had been stick at final destination, final landing spot, arrival spot.

Of course there must be a lot of trials-and-errs, as we know. In this course, many people sacrificed, died on the way because it was first experience in the world history. So nobody knew what's going to happen in the process. But they were kept on going, because they thought it's not impossible, and a lot of people, especially experts in that areas were involved in the project: mathematicians, physicians, computer experts, astronomers, so on. And also a lot of money was being used in that process. But they were kept in going to the completion of that mission.

Not only the project, "people in the moon," but all of our new ministry takes these sacrifices, even our project of MTU will take a lot of things to make it: vision, endless of trials & errs, endless pushing forward, a lot of tears & sweats, many objects, but finally it will be made it just like "people in the moon."



## Success and Failure

One day I found these two, 'success and failure,' are difference but in just two side of one sheet of paper. Why? Sometimes we feel something strange. Just it looks going to success today, of course, the reality for present is successful definitely, but in the next morning we feel very disappointed about it, so exactly looks like failure. So we call it, "coming & going," AND "heaven & hell" in one day, or in the moments.

It looks like illusion which is not truly in reality, only feeling or only our mind is up & down. If it happens too often, that's a big problem. We better to accept those happen naturally, maybe, because we are tired, stressful, then happens in our mind, and heart.

But once it happens to us, how to deal with it? I think we have to be careful, and cautious about this mishap, so maybe come down, and keep them in mind peacefully.

Need to forget: Sometimes need to forget our ultimate landing spot, I mean the deadline. For instance, if we got the deadline too far from here, we probably put down our mind loosening...because still has a lot of days to go, so we tend to sleep and become in mediocre. I mean, need to take a rest once in a while, but never give up.



## Learning from mistakes



You don't have to suffer on purpose, you don't have to make mistakes on purpose. But who in the world doesn't make

mistakes? So, wouldn't the word "mistake" have occurred? We know that we make mistakes. We don't know at the time, but later on, we realize that it was a mistake. Mistakes in words, mistakes in human relationships, mistakes in teaching, mistakes in attitudes, mistakes in relatives, mistakes in families, mistakes in children.

Mistakes to parents. Now that I think about it, I also did something wrong to my parents. It was a mistake in words at the time, but looking back, I made a mistake. They also make mistakes when they were young, in middle age, and even in old age as well.

When we are young, mistakes can affect our present lives. Recognizing and paying for them is a burden and a risk. It is true that acknowledging and accepting mistakes will make us smarter, healthier mentally, and beneficial to all aspects of our lives. It seems that acknowledging mistakes is a top priority. If it is not admitted, the next step will not proceed, so it is essential to admit it. If you were not admit it, that is, if you don't admit it, it could be another mistake in itself.

Then why can't we admit the mistake? It's probably because of concerns and fears about how to deal with it after admit. In other words, it's probably because of the social perception that if you make a mistake, you have to pay the price.

So when you make a mistake, two things come to us realistically. One is that we admit our mistakes and learn something from them, and the other is that we have to pay for them. The tension between these two things, this may be frightening.

Moreover, I think there are many cases of mistakes when we are in another culture. In my case, when I first came to Kenya, I made a lot of mistakes. When I think about it now, I did it because I thought it was natural at the time and that my words or actions were clearly justified, but now I think they are mistakes. There were many mistakes, such as yelling at the school staff, working for the school, and being mean to the residents of the neighborhood, and it was also because I was not accustomed to the culture because it was my first time.●

