



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

Teaching and equipping

Teaching and equipping are totally different. I was saying that teaching, training, and equipping are different and move from 1-2-3. Teaching is functioning in the classroom of school, then training is to train what we have learned from the classroom to be usable, and equipping is to check out what we have learned theory, practicing, and prepare to launch, just like an airplane to take off at the runway of an airport. I have learned the word 'equipping' once I started this ministry, and from the very beginning I read this word at every resource of Dr. Melvin.

Also, our organization, our staff, our network pastors opened their eyes to the meaning and concept of equipping, so since we have realized how important this terminology we used 'equipping' continually and constantly to the end. Also, I am equipped to make this ministry more productive and effective, and teaching itself is not sufficient. It was important for me to be an excellent equipper so people out there more believe and trust in me as national leader of the ministry.

It is interesting to find that only a few senior pastors have trained their lay pastors by themselves. Most of the churches contacted me and invited me to come to their church and train their lay pastors, so I did come and equipped them for more than 300 local churches in Korea. Why the senior pastor couldn't train those lay pastors by themselves? Why not? Only one senior pastor and a few of our staff pastors have trained by themselves.

First, those senior pastors are not fully aware of the Lay Pastors Ministry. They don't know what it is and on top of that they don't have a concept in equipping, because they have never heard about it and never learned from the previous learning. PACE Training is not traditional teaching at all. It is equipped which means they are ready to fly because they have learned, been taught, but they don't know how to. Equipping means to show how to fly, how to use tools that they already have, so the traditional pastors don't know how to equip and even don't know how to motivate them to get out for flying. They have prepared a lot before but the final helping of the lay pastors is a bit of shortage, so they called me to help out

And also they don't know what to do after my



equipment for them. This is also a barrier for them to overcome, but this is also very challenging to the pastors because their lay pastors are prepared differently than traditional. They are ready to do proactively, not passively just like before. Lay Pastors are really upgraded through my equipping and individual field experiences, much different than previous activities. Then our organization approaches their church as a group, team staff members are helping them in this stage by

regional and national conferences, and so on.

I have taught many countries with this ministry. Firstly, I began to attend St. Louis International conferences in the States, it was in April 2000. It was already 23 years ago. Fortunately, I had a chance to talk for a few minutes to the workshop group. Since then, I was familiar to teaching in English at overseas as follows: 2001: Minnesota USA, 2002: Pennsylvania USA. Romania. Thailand. Pakistan. Japan. 2004: Alabama USA, 2005: New Jersey USA. OMSC New Haven, 2006: Yale Divinity School. Houston Texas. Toronto Canada, 2008: Kentucky USA. Calgary, Canada, 2009: Yangon Myanmar. 2010: St. Louis USA. 2011: Cambridge University, and Oxford University, 2012: Wycliffe College in Oxford. 2015: Nagaland India, 2019: Nagaland India. 2020: Kenya Africa (December 23, 2020-April 25, 2021) GROUND breaking, 2021: Kenya Africa (July 28 - August 25) INAUGURATION. 2021: Kenya Africa (November 26, 2021-February 10, 2022) GRADUATION. 2024: Kenya Africa (June 1, 2024-July 20, 2024) GRADUATION.

As you see, I have various chances to visit there and talk, preach and teach. It was familiar for me to fly and teach them. As I fly many times, we, staff of LPM Korea, visited Japan, Thailand and other countries to teach this ministry together. It was another joy to fly together and co-teaching at other countries, new places. Through these experiences we were tied together and shared vision for the overseas ministry, extended and expanded continually, and it gives churches in Korea more credit for us and more trust in our ministry.◆

Teaching and motivating



What is the difference between teaching and motivating? Definitely our ministry is more stressing on motivation than teaching because equipping is related to motivation. Generally we have taught a lot, but motivating them was rare. Teaching in the classroom and motivating in the pulpit? Yes it is. Some preachers are teaching at the pulpit, but people want to change themselves when they listen to the sermon. Teaching a sermon is not very effective because its target is the listener's head, but motivational preaching targets their mind and heart, so it evokes their innermost.

Some are talented and motivational, others are just teaching. Definitely I am talented on teaching and people enjoy listening but once I have opportunity to teach Lay Pastors Ministry I am totally to change motivational style, motivational approach because they need to be motivated. And through my motivational approach, seniors know what I want for their lay pastors.

Our staff also changed from teaching concepts to equipping paradigms. Our staff slowly changed equipment and motivational style, so I have often found they were trying to be motivational once they speak at conferences rather than just teaching. That's also one of the products after their growth. ◆

Translating those resources

I am grateful to Dr. Melvin that he developed very useful resources, but I had regretted that we couldn't use them fully. He has done what he has to do, so the rest are upon us.

First, he wrote two text books: 1) Can the Pastor Do It Alone? 2) Lay Driven Church: and four manuals; Startup Manuals, Training Manual, Supporting Paper, Leader's Manual: and three re-equipping materials; Monograph, Dynamite Meetings, and Essay. Recently he developed about 30 Letters to Lay Pastors. I and others tried to develop additional materials but mostly based on Dr. Melvin's concept and philosophy, and also on his ministry.

Let me talk about the first book. He has been started this ministry at CHPC (College Hill Presbyterian Church, Ohio, USA), there he made outline of the book because he has written from what he has learned from the actual field experience, then he has written D.Min dissertation at UTS (United Theological Seminary, Ohio), later on his dissertation changed into the book, Can The Pastor Do It Alone? And it has been published in public. Then it translated into many languages, even in Korean from LPM Korea Institute. Actually it has been written for lay people because it says how lay people are doing PACE as a lay pastor. And it contains a lot of illustrations which are from other churches, and other people, their stories on the ministry. It is really helpful for lay people to understand how they were, and how they are doing in the near future. It has been used for 35 years in the States and 15 years in Korean and now in the PACE International Seminary (PIS), Nagaland India.

His second book is Lay Driven Church which is more theoretical and academically. After many years in Lay Pastors Ministry/PACE ministry itself, Dr. Melvin needed a book of more on theory for senior pastors who lead this ministry. The first book is for lay people so the leader, mostly senior

pastor, needs to see two books at the same time. They are leaders of the ministry, so need to know not only practical aspects but also theoretical aspects, and deepen their knowledge for the ministry.



The four manuals: 1) Start-Up Manual; 2) Training Manual; 3) Supporting Paper; 4) Leader's Manual. We need to look at the manual of start-up. Before this ministry, pastors have to read it, and they know how to start. It is essential to read it. If they don't know the process from 1 to 10, they are not sure about the process, so they might be embarrassed very soon, so read and familiar with that process. Training Manual derived from the first book, but more structured, so need to look at from module 1 to 12. If he trains with this manual directly it's wonderful, but only a few pastors trained by themselves out of 200 churches in Korea. Mostly they requested to the Headquarter, LPM Korea Institute, so I go to their church and train their lay pastors, even though I visit there, the senior pastor would better know what's in the Training Manual before the training session.

And there is the Leader's Manual. This is more pages (80 pages) than the Training Manual itself (34 pages). This Leader's Manual is really helpful to the trainers themselves, and we LPM Korea have translated those materials into Korean and used them very well. I have read the Leader's Manual many times in Korean and also even English. There are many flesh and bloods for doing and leading the ministry, so Dr. Melvin made them very well.◆

(Pictures of the Lay Pastors Ministry)



Three re-equipping materials



Also Dr. Melvin wrote three re-equipping materials: Monograph; Dynamite Meetings; Essay. Monographs are good for the beginning stage, I mean the first 6 months, and they would better use it at re-equipping sessions.

Many honeymoon of the ministry is over in a few weeks, or in a few months or so, they need to re-chargeable battery, this re-equipping is that battery, and time to time, need to use Dynamite Meetings for reequipping at monthly meetings and can read Essay at home or group meeting, and discuss each other. Lastly he wrote Letters to Lay Pastors. We may find that this looks like a very personal Letter. Once I read them, I opened my mind and eyes again. Also I suggest that you read Network News that has been published quarterly which has done for the last thirty years. Mostly Dr. Melvin wrote many and all of the stories in the ministry field and his experiences, his insights, so we will get a lot of Ideas for our own ministry, I am still reading and reading, and using them.

While teaching at Sungkyul University with Melvin's First book, I began to translate the book. I have translated the first draft and printed about 200 copies and used it here and there, also taught at denomination seminary with the book. That's the really first translation. On the way using the book for several seminars and pastors teaching, finally the book went into the David Kim's hand, the senior pastor of Hallelujah church, and he told the book need to modify and translate a bit differently for using lay pastors in Korean churches, so he and associates pastor did that work for a while, and finally it was published at a church related publisher, it was 2000 copies. And it is used by many churches and sold at public bookstores all over the country.

Through the excellent published book, our ministry was blossoming continually. The book was used for a few seminars at Hallelujah church, national conference, theological schools, our training center, Hallelujah PACE Training center, so 2nd and 3rd printings continually. Through the book, I had a chance to write columns at Christian newspapers weekly for two years and this ministry exploded in Korean churches finally. ◆

Translating the second book

Dr. Melvin's second book, "The Lay Driven Church", is also important. I read both textbooks several times, and I felt the need to translate the second book as well. Throughout translating this book, I have learned a lot to Lay Pastors Ministry Theoretically and academically. Dr. Melvin wrote this book since he began the ministry 20 years ago, so he tried to put theoretical aspects of the ministry, and it made us grow abundantly to manage as a leader, as a senior pastor of a local church.

We, staff of LPM Korea, have studied with this translated book more deeply for many days, and used it for pastors' gatherings, also at theological schools. Those students need to digest those two books for their future ministry. This book was also published at the expense of the publisher themselves, so we never paid to publish those two books, and they distributed the books at bookstores.

Translating the manuals: There are manuals that Dr. Melvin developed: PACE Training Manual, Supporting Paper along with Training Manual, Leader's Manual, Startup Manual. I have translated all of those Manuals and used 20 years for Korean churches. I was very helpful, especially Leader's Manual helped me personally to understand the Training Manual, and gave me plenty of extra information and insight for my equipping to lay pastors. And Startup Manual useful

for local churches themselves how to start this ministry at their church.

After translating those manuals, our staff have studied them and familiarized themselves and used the next many years for equipping at churches and from time to time we together used them as co-teachings.



Translating the re-equipping: Dr. Melvin developed several reequipping materials: Monograph, Essay, and Dynamite Meetings. I have translated all of them, 13 Monographs, 22 Essays, 25 Dynamite Meetings. Monographs were very helpful to do this ministry deeper and more systemically, so I used them when I visited network churches. That's really short writing about Dr. Melvin found from the ministry constantly. Essay is also helpful to strengthen the ministry at local churches, and Dynamite Meetings are the training resources at the monthly meeting of lay pastors.

After completion of translation, I gave it to our staff one by one, and they used it freely when they visited-teaching at local churches and from time to time were taught together at seminars and conference workshops. ◆

(Pictures of the Lay Pastors Ministry)



Meaningful ministry



I have trained one church with PACE, so one of trainee made circle at 10, means she wanted to do this kind of ministry in her lifelong, and she helped, cared for people very well many years already, and it was more effective than associate pastors, she was trying to do this caring by herself, nobody in the church, even church are not recognized and publicize, so she was dying of burning heart, by the way through the PACE equipping seminar her burning heart was rekindled inside, so she became the ministry leader of PACE in her church, and later she became one of national leaders, and finally helped to start PACE Seminary, Nagaland India.

Another example was that I have heard from one pastor of PACE network churches. He said one day their ministry leader of PACE, Mrs. Oakja Kim came to pastor's office and expressed gratitude to the pastor because church gave her to lead this PACE ministry, so she felt self-esteem through her leadership, actually she was just ordinary wife of farmer, and of course

herself was a farmer all of her life, so she thought her life will end with poor farmer's wife, but one day she became a leader of significant ministry for her church. So it was a fascinating story to hear.

Another story was that I have trained at one rural church for two nights, from Wednesday night, and Thursday night, usually starting at 8pm and finishing 11 or 12 midnight. On the second evening, we started about 8 p.m., and went on the session until the next morning, 4 am. When it finished about 4 a.m., I asked the participants to say something, and then nineteen people were there. They talked about how they felt about the training, and expressed one by one, but one gentleman, named Mr. Han, looks about 50-years-old, he said that he is going to promise two things through this session. One was to talk to his wife, she was also there, but looks very young, less than 30 years old, anyway he said very sorry to his wife at that moment, because he was drunk almost every day, he is actually a patient of defoliant which got from Vietnam War, so his life desperate past many years, so he has been behaving to his wife badly, he said sorry again to his wife in front of us. And the second promise was that he wants to do God's work from now on, then we didn't know what he meant, but later on I heard from the pastor, and also I have seen with my eyes many times, because I have visited and re-equipped

them in the next few years. First, he made LPM Office in the compound of the church that was big enough to sit 15-20 people, lay pastors were gathering at the office all the time, once I visit the church I sat there and talked with them, and he did other things that made pond with pretty fish in the front yard and also got up 4 a.m., early morning every day, to ring the bell which is traditional bell at rural churches, even during in cold winter season he got up so early, probably 4 a.m., come to church and ring the bell, so people come to church for dawn worship service, 5 a.m. He changed through PACE. He kept the promise for the next many years.

Mrs. Yoon's is also another case. She was a member of Hallelujah church. One day pastor David Kim asked her to help PACE ministry in their church; those days about 5,000 people were attending the church. She didn't know exactly what the PACE ministry and Lay Pastors Ministry was. However, she was dedicated more than thirteen years for this ministry, for her church, and for God.

As we see the stories up to now, lay people find good things from this ministry, that is why I put 'hope' on this ministry. It gives them to church, and also they grow, and they love what they are doing, so they felt real accomplishment. And their self-esteem became much higher than before, and on the other hand it gives them freedom to use their God's given spiritual gifts.●



Freedom and responsibility (Two Statue)

responsible.

I once read the article "Principle of 100/0" and the point of the content was that we ourselves should be 100% responsible for anything. Most people blame others when problems arise. When the husband couldn't make money, the wife blame of incompetent her husband. If the church does not grow well, the church is to blame for their pastor, while the pastors are to blame for the church members. Children blame their parents, parents blame their children, etc.

It occurred to us that perhaps we were wasting precious energy and spirit on blaming and resenting others. Isn't human being stupid and ignorant, with the thought that our energy is spent on such things! Aren't we ourselves wasting our energy on useless judgments! Who is responsible for our current situation, my position - good or bad? Isn't it entirely us? Didn't we

choose? Somehow, in the present situation, the final decision must have been made by ourselves. If we don't admit this, I think it's taking us to a bigger problem.

And there are times when we focus too much on our personal 'freedom'. I don't know if it's a leap forward example, but they drink too much and say, "What's wrong with you? My freedom." And as a result, what about the responsibility for their health? If they drive too freely, the consequences can be fatal. If they eat too much freely and become obese. I understand that there must have been a situation like that, but I think the responsibility for the consequences lies with themselves. The person should be responsible for the abuse and misuse of freedom. If we say I enjoy 100% freedom, maybe someone else will have limited freedom. ●

Viktor Frankl, widely known as a survivor of the Holocaust, once said that there should be a "Statue of Responsibility" on the other west coast, along with the "Statue of Freedom" in eastern Manhattan in the United States. In other words, one is the Statue of [Liberty]; the other is the Statue of [Responsibility]. I think this must be a metaphor, of course. In other words, when we have freedom, we must have responsibility along with it. Perhaps it is his hope that the United States, which began to pursue freedom, will now become the United States that is

Flesh Mob



Really Holy Burden

I am feeling holy burden very much at now. Rev. Bill Hybels of Willow Creek Community Church in the States used this term at one of his sermons.

The concept of these two words are wonderful. Everyone has some burden for living or for surviving in this difficulty world. But where is holy burden and what it is?

Holy burden means burdening not for our own work, but for God's work. Are we have burdening for God? Which means for church, for evangelism, for goodness for people, for needy in the world or for particular people in some specific community, etc. All of these are meaningful and ministry to complete then it gives us burden, then we can say it's a holy burden.

Without this holy burden, how can we survive meaningfully and in worthwhile in this dried world. That's why in some sense we need those burdens not only for them but for ourselves as well.

To make Melvin University is really burdening to me, but it's holy burden, so I pray and endeavor gladly for completion of it, while I live in this earthly life.



They will learn perseverance

That is really hard to keep people in those deserts! Then we can find what the real leadership in the midst and need to find how to keep them go through under those circumstances.

In a word, people need to go through those difficulties. Surely most of the people don't like those terrible procedures. What's going to happen to those people in the desert? They will learn perseverance, and realize who is God more than before, and they can see and to check themselves where are they? in the spiritual status, so on. So it is actually precious time to see themselves again.

Let me give you my personal illustration! Around 6 years of ministry, I felt we have done what we have to do as an Institute; we have helped Korean churches a lot as we promised to God, and had a lot of experiences, satisfaction with what we have accomplished. I felt strongly that we need to change something. It was when I was at Yale Divinity School in New Haven. Of course, before I go there, I felt it already, and I have decided something while I was there. My conclusion was to change our Institute to school. It was in the year of 2006. Since then up to now, I was wrested to make school all the way. I told people in Korea and overseas that only as an Institute is not go a long way and will die sooner or later just like many para-church organizations in the States, also in Korea. I warned and persuaded them to consider making school for longevity.

Once I talk to our staff in Korea from Yale Divinity, mostly surprised. They sensed something already that we have problem in the present ministry, so need to change, but they did not think to shift Institute to School. I focused on not only Change but Transition their mind-set. To prepare for schooling takes a lot of time and energy, also it's hard to change their mind to open to new venture what we have never been there.

Anyway through the long journey, for now (in the year of 2020), we are trying to shift Seminary to University in Kenya, Africa. Seminary in Kenya started with John Ogillah in 2017, and now time to change something. I felt we need not only Change but Transition for upgrading to Melvin Theological University. .

TENSION



Rubber Band (Structural Tension)

Every object have energy. Especially rubber band which is stretched has more energy, more tension especially when the two ends draw strongly toward for the directions, and its tension get more mountain up that if we draw too much, it will get broke finally. We called it "structural tension."

Sometimes we need this tensions, and use it to transfer for making energy, and for using more invaluable jumping up. So we need to use these tensions more positively than negatively.

But, literally, if we draw stronger from both sides, the band will break, so we have to cautious that too tension is not good. And we need that energy to the third direction. Not to A (left hand), not to B(right hand), but to upright, the third direction of that energy. We don't need to use our energy to jump into that fighting. Should not be a foolish, but we have to be wise. Don't need to be used our energy at useless spot. We need more energy to be used for third direction, and then our ministry will be more effective and productive!

Just do it



Sometimes when I watch TV, I see Nike signs. Nike's slogan is "Just do it." It is taken to mean 'just do it, do it unconditionally, don't think too much and just do it,' etc.

One of the hard elements of our ministry, which can be called inertia, is that it tends to stay complacent, stationary if it doesn't shock us at all. It can be explained mainly by the phenomenon that passengers who want to stay stationary when buses depart, and passengers in cars that continue to run when they stop suddenly are leaning forward. It is said that the etymology of inertia comes from the Latin word 'iners', which means 'lazy, rest'.

In short, it would mean "It is a little slow to act." Do we have to do our ministry today! Sometimes we think, "Did I have to finish it tomorrow or this week?" However, when we look at people, some often result in not doing

the job. There was a time a long time ago when I was scolded by the professor for delaying, but now that I think about it, I think the professor was trying to alert me that "I might not do it after delaying it." Sometimes it happens.

Recently, I talked with a pastor I was close to for about an hour, and he said he wanted to write a book on what he had studied for a long time. When I heard it, I knew so much and had everything in his head, and it was an excellent level of content. Why can't you put it into practice? I asked him. The reason was that he couldn't concentrate on one thing because I was doing so many odd jobs.

So when I get home and think about it, it could be a habit that I've had, and it seems like that system of thinking has always been formed for a long time. That is, I think he is thinking too much about whether to do it or not. Usually, people tend not to move unless they are in an urgency, or if there is no problem, perhaps it is human nature.

If we have any plans and goals, it is necessary to do them regularly and constantly. Our Lord has said a few things about this inertia:

Psalms 1:3c "Whatever he does will prosper" (if do not; no prosperity)

Psalms 128:2 "You will eat the fruit of your labor" (if no work; no fruit)

Colossians 1:10 "Let all good things bear fruit." (If you don't do good; there's no fruit)

In other words, the relationship between 'doing something and thriving,' and 'labor and its fruit' is clear. If we don't work, there's no fruit. There is no result just by talking. There is no result just thinking about it. Just do something! Just do it! If we obsess about the results or fruits too much, it seems that our energy is consumed by the expected thoughts. Just do it and the results will follow. Shouldn't Nike's slogan "JUST DO IT" be mine! We have to do it right now, but still isn't there any delay?●

