



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

Translating Network Newsletter of LPMI USA

LPMI Network Newsletter was meaningful to my life. Of course Dr. Melvin's two text books and other manuals are valuable and useful for our ministry, but the Network Newsletter was distinctive. Melvin wrote many things in the Newsletter: News updated, his equipping schedules, insights, ideas, near future plans, and so on. Because he wrote on a daily basis, the insights and ministry ideas were really alive. So I have translated all the Network Newsletter, which was from #1,1987 to his death, 2017. Almost 30 years he wrote and published. I have translated all and made PACE 52 WEEKS (Vol. 1 to 7), and Daily Melvin 365 Readings, and finally I made an Encyclopedia of Lay Pastors Ministry based on the Network Newsletter.

Through my translation of the Newsletter into Korean, our staff and most of our next churches got the fresh and updated resources. Also, we LPM Korea published the newsletter in the same style, 8 pages quarterly.

Developing pace 52 weeks: I have made a book, PACE 52 Weeks, from Network News of LPMI USA. It was really invaluable resources for us and for the ministry. Dr. Melvin wrote many insights and ideas which he got from field experiences, so those insights are really practical and necessary materials for our daily ministry. I made 7 volumes of this book, so 364 insights and ideas all together. Whenever I make any resources, I distribute to our staff first, and to check whether it is useful, and workable? So they give me feedback on how to use it and where, when to use it. This PACE 52 Weeks booklet gave him more resources and gave him more confidence in our resources for the ministry.

Developing the daily melvin 365 readings: I made the 'Daily Melvin 365 Readings.' He developed many resources from the book to even short papers, and a lot of things in the Network Newsletter, so I selected 365 insights and made them for reading every day, so full one year to complete the readings. Actually I had this idea from the Daily Drucker



which is the management father Drucker wrote many books, more than 30 books, and his followers, especially the professors, presently selected 365 ideas and edited The Daily Drucker. I have followed exactly what they have done, and I even made Daily Byeong 365 Readings as well. I am using this Daily Melvin for Facebook, and on my blogs, so many of those who are interested in getting those daily ideas and

insights very well. Because they couldn't get all of Melvin's resources in hand, so only this one comprehensive book is enough for them.

My commitment is to visit again and help them continually until they are setting up. Once I leave the church after the equipping semester, I promise to the senior pastor we will help your church always, not only one time. So mostly I visit their church every three months. In three months they have used what I taught them and time to burn out or be less interested in the ministry. So both of us agree that revisit is definitely necessary, and I am using Dr. Melvin's resources for reequipping sessions.

Through my visit to them continually I am taking some of our staff and teaching them together and those churches were happy we are showing up there and have fellowship with our staff and with our Institute.

Definitely, our organization was growing and upgraded through my teaching out there. As I grew practically, theoretically, and academically, it affected the growth of the Institute. What's that mean of growing? My satisfaction and accomplishment will come true, and it turns into reality. If there is no growth and satisfaction, people will get discouraged and less worthwhile in their life. Human beings need to grow, then the organization where they belong will exist, and they find why they exist. Without it, no need to be here, on the earth. Through growth and satisfaction, we feel self-esteem is very high. Without self-esteem, it feels useless to exist. ◆

Regional conferences

Regional conference was a significant event of the growth. We have divided several regions of Korea for regional approaches, so from time to time we held regional conferences, this is also a benchmark for LPMI USA. So about 7 to 10 churches in the region gather at one church and do just one day's conference. It was an exciting and fruitful event in the region. Lay Pastors and its senior pastor came and joined with other churches, and it was a good experience for us, the headquarters of LPM Korea. A few Institute staff went with me to the conference and speaking to them was another enjoyable moment, and through those moments we grew together.

As long as we held regional conferences continually we have learned many things and through the regional development the national ministry was growing as well.

Long-term plan: I can't avoid the long run and long-term for our ministry and for the future. I am sure every ministry leader in the world is wrestling with this issue. For me, around the sixth year of LPM Korea, I was worried about the future of the ministry. How is going to the landing spot? Where is our landing eventually? Actually I found some of Parachurch ministry was closed down, and some changed the course toward secular companies, or to publishers. By the way, some were long run, for instance Billy Graham made Seminary in the States and still school is going ok even though he left this early life.

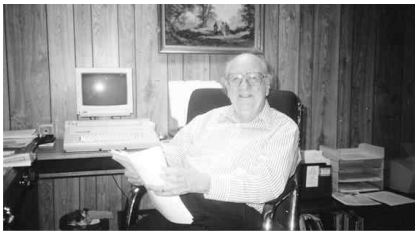
In our case, we have been helping churches so we can't transfer to secular companies and neither to be publishers, so the last option left schooling. So I told our core staff members about this issue.



Some of our staff agreed about my struggles and dream for the future, making the school, but some others were not sure how to do it. Anyway we made school and finally Melvin University as well. Mostly happy about this accomplishment.

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.◆

Theoretical, Conceptual and Theological



A Ph.D. candidate from Korea searched the Yale Divinity School library for books on lay pastoral care. He found many on TCT but very few on implementation.

They have two more now because he gave the library copies of my two books, *Can The Pastor Do It Alone?* and *The Lay Driven Church*.

When you get to the nitty-gritty, you are entering a where-you-never-get-done land, an un-charted frontier, a hard-to- get-your-mind-around-it requirement, an always-needing improvements state, and an endless-adaptations desert.

Lay pastors need to know specifically what a lay pastor does. Someone has to design a structure for the ministry,

prepare the equipping curriculum, en-list teachers, provide resources, set standards for lay pastors, plan for support, accountability and maintenance, develop a congregational culture favorable to lay people doing significant ministry and much much more.

A research project reported that only a small percentage of clergy feel capable of moving from concept to implementation. There may also be a small percentage of lay leaders who feel capable. If you are stumped with either the concept, theology, and theory, or, with how to do it, contact LPMI.

Tip: The scriptural quotations in the treatise are indicated by quotation marks around italicized words, e.g. "Peter, an apostle of Jesus Christ." To encourage a study of these quotations in their respective contexts, sometime soon a listing of the references corresponding with the quotations will be available. - **Dr. Melvin**

(Pictures of the Lay Pastors Ministry)



Visioning for school

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. Transition needs to take people here to there, so we are definitely in the Neutral Zone. ◆



I have visited overseas seminaries



Among them, theological schools in the United States and British and were clearly different. While American theological schools were absolutely sympathetic to the church's real needs and trying to meet

them, British theological schools seemed more interested in Bible studies, especially Old Testament studies, than church reality. So American seminaries were interested in church revival and taught students that way, while British seminaries seemed to focus on research itself rather than practical.

Here, I will focus on the two representative schools. First, the Cambridge University Divinity School (CDS) in the United Kingdom. I went to the library of Cambridge University's Divinity School, but there were fewer books than I thought, and moreover, books in practical fields were almost out of interest. I think each of them will have a book in the central library of the university, and each professor has books in his own office as needs. Anyway, I thought it could be because it is an Anglican-centered school.

I met with Jeremy Morris, dean of King's College at Cambridge University, and talked more deeply, and Jeremy was able to talk easily because we knew each other a bit before I arrived. He also said that he is also a member of the Anglican Church, so he has no choice but to follow the atmosphere and direction of the denomination, conservative

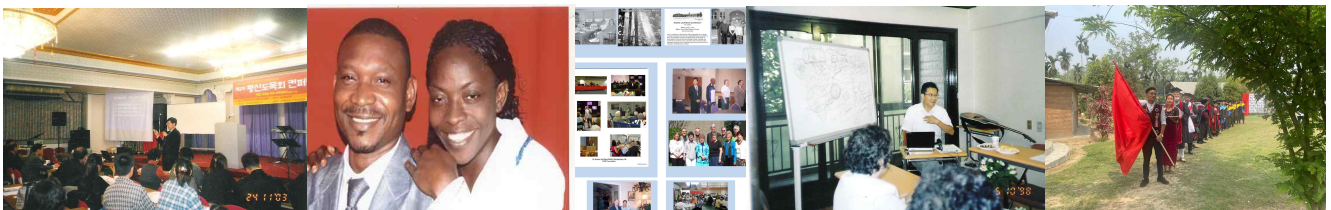
church.

However, it was not without an evangelical seminary. For instance, Ridley Hall College was close to the College of Divinity. It was not a school affiliated with Cambridge University, but it was a specialized institution for training Anglican pastors. Ridley Hall is also famous for the school where Rev. John Stott graduated. He studied there, was ordained as a pastor. It is also well known that he was invited to be the dean of the Ridley college when he was pastor at All Souls Church, and he refused to devote himself to the church ministry.

Oxford University also had a similar atmosphere to Cambridge University in the field of theology. As a result, churches are bound to be affected by this. It will be really difficult for students who have been educated at such universities and have seen sermons in such an atmosphere, to change their minds to ministry and church growth after graduation. In fact, I attended church services where pastors who graduated from such prestigious schools were in charge, and they were not able to escape the framework that they have learned at school. It was a sermon far from the growth of the church, and it was such a pastoral mindset. In a word, it was "teaching" rather than preaching.

As a result, churches that abandoned what they learned and studied on their own were revived and grown, and those churches were doing well because they were good rumored in the region, and hundreds of people attended the Sunday service, and the sermon was evangelical, impacted and motivated.◆

(Pictures of the Lay Pastors Ministry)



Giving and Receiving



I read a book titled, "Give and Take" (Adam Grant, 2013). First, the title caught my attention. I haven't read it in detail due to time, but seeing that the subtitle is attached to A Revolutionary Approach to Success, giving it first seems to be directly related to success. If we give it first to succeed, it seems to be less justifiable, and it means that we will return as much as we give it. What does it mean to give first? It can be said that we do it to receive it. There is something called PUMACY in Korean, which has the concept of give and take.

I recently started to help a professor at our school who wanted to do a Ph.D. Our school is still done not have those programs. Fortunately, he was accepted because I wrote a letter of recommendation for him to enter a university in the United States. A long three-year journey has begun. It was not easy to help him up to three weeks of homework. I think it's harder than when I got my own Ph.D. a long time ago. Still, I said I would help, so I will keep my promise. I think this is also a kind of giving. I thought to

myself what I would get when I said I would get it if I gave it.

Margaret Clark, a psychology professor at Yale University, said that most people are more likely to give in marriage or friendship, that is, the closer they are in a relationship. But in the workplace, giving and receiving is more complicated. In the meantime, from the perspective of experts, it is extremely rare to be in the stage of giving and receiving smoothly, he said, adding that this is the different style. In other words, when giving and receiving are equally matched (matchers) do so. In other words, the theory is that when helping others, people protect themselves while pursuing "interrelationships." ("Personality and Social Psychology Bulletin," 1993, pp. 685.)

Of course, I personally don't necessarily have this matching theory to help him now, but I think it makes sense. Because I found that it was enough for me and that there was a reward. I summarized what benefits I have.

First, it is true that my grammatical efficiency of English is improving. I went to middle and high school in the countryside, and moreover, I went to a business high school, so studying English is less emphasized in the school itself, so English grammar is too weak, so I have been thinking about it for decades. It's a little better, but the

foundation was so weak. However, the problem is being supplemented by helping with his degree study in this time. Second, I am indirectly learning those schools' own operating system of American universities. In the past, when I entered for my Ph.D. and studied, I had no time to pay attention to management of those universities, and moreover, I am learning a lot this time.

Also, I am grateful that I am becoming the person who needs me while helping others study their degrees, and I think it is also a matter of gratitude that what I have fills and solves the other person's needs. The other person I help has what I don't have, but he is a person who will contribute greatly to the development of our university. As we fill each other's needs, the logic of "give and take" naturally establishes. Even if he doesn't give me anything directly, he will work harder on the public interest of university development, so it is expected that he will play a role more than material help to me in the future.

Through this experience, I also ask myself the question, "How much have I been helping others so far?" Of course, it is true that I helped many churches through the Parachute Institute, and also tried to make Melvin University present. However, on the other hand, it was also an opportunity to realize that something that was lacking was true.●

An Excellent Wine



The town of Chianti, in Italy, is said to be a world-renowned and respected place for grapevine cultivation and wine. A traveler who was staying for a while said, "Chianti must have fertile land. Seeing the famous grapes grow like that!" The vineyard owner replied, "Not really. The land is not very good.

In fact, good grapes do not grow on fertile land.

"In fertile land, they grow quickly, so wine made from it doesn't taste good." In fact, vines grow very slowly. Therefore, if the land is too fertile, there is no need to root deeply, so in the end, good grapes do not grow and become ordinary grapes. What is made of such grapes is that they end up being cheap wine. In the end, Chianti's

land was not good, so vines would have a deep and wide rooting system.

Biologists say the natural laws show that something that grows easily dies early. In a rather easy way, Imagine Mr. Dragons' song "Easy Come Easy Go" reminds me. Not all of them, of course,

but most of the time. Everything is timely and takes as long as it takes.

We may expect oak trees to grow overnight like mushrooms, or pine trees needed for Christmas to grow as fast as tomatoes. But oak trees and pine trees take time to grow. Even a baby needs 10 months to see the world. The same goes for education. It takes 10 to 20 years to finish. The same is true of the critical point in physics. This means that everything must be full just as the water boils when it reaches 100 degrees. The Bible's in-due time may also mean that we eventually need as much time as it needs. The overflow of water from the bowl is also full and can no longer stay in it, so it is like running out. I think we need time to wait and also to prepare.●

Flesh Mob



Looks Easier and Faster

People around me surprise what I am doing and what I have done up to now, even in a year. I think I gave them, of course, unintentionally to trust and believes that I have no changed, no oscillations at all. So getting more and least resistance from them and the moving forward easier and faster. On top of that, I am thinking of my mission to complete, so no room to come into other things.

No oscillations are important. Of course, minor up and down is acceptable, but we shouldn't be changeable of major direction from beginning to end. How we stick at it. Of course our mission is the most important, but I think we need particular self-discipline to do that way. People has nice and wonderful vision and mission, but they were not self-disciplined to keep it constantly. People see only part of the Iceberg, only to be shown them the surface of it. How many percents are underneath of Ice? Almost 90 percent...what I'm saying here is I have done a lot what people couldn't see it, a lot of suffering, tears, pain...People are saying that it looks easier and faster, but definitely not that. Anyway, once we focused on the one mission continually, we can make it is easier and faster than people imagined.



Leader's own responsibility

To grow more than them is leader's own responsibility. I found another thing is to share leader's knowledge, info, data, resource, especially intellectual resources. If leaders know many things intellectually and academically, but his team is not having these resources into their hands, they may be jealous to their leader. Of course, leaders should be the higher than their members, intellectually, and strategically for the ministry. If they don't, team members are not believed in their leaders to getting it done in the end. Of course, leaders have to be integrity in progressing. To grow more than them is leader's own responsibility. So as a leader, we have to work hard to be grown up ourselves in both areas. That is the first stage on Motivation.

Second stage of Motivation needs more skillful. I'd better to say artful in leadership. In this stage, leaders have to lead people nicely and safely to the final destination, and should be checking where they are, e.g., whether they are burning out or not yet, or are they o'okay? And check it out each other these, do we are flying for final destination, also are we on the right track? And to communicate more personally, not just on business, because they were grown up, so they know what's their business is. Feedback to them even tiny things, small expressions because their expectation is higher than the first stage.

There is another airplane which is fueling to the other airplane in the air. Sometimes they are shown up right above to it, and fueling to the original flight which is flying to the given destination until to landing there safely. These are all of the job for leading person, the leader.



Water Flows

Anyway, water arrives to the end, at last. Rocks there? Avoidance, why? To arrive at the final spot. So once we get the choice, only one major Choice, and then it guides us the way and that way is moving smoothly, flowing like waters.

How can the water arrives at final spots, and it goes into the big ocean. Actually the most important concept for watering smoothly is, I think, "avoidance and acceptance" to the prevented ones. Yes, that is the two keywords: Avoidance & Acceptance!

What's that mean Avoidance here, I mean we'd better to avoid which is not very important to our procedure, we have to cut off what we don't need for going forward more smoothly, more effectively. If we don't, in the other word, if we let everything comes to us, in our mind, in our heart, we couldn't forward as we planned, because they are taken us distractedly. So, we have to avoid these things wisely.

Acceptance? What's that mean? We need to accept those things what is not preventing in our progress. Of course, there should be many ideas, different opinions, so then we don't need to fight with those people, don't need to use our precious energy in there uselessly. So, we have to flow like waters smoothly with Avoidance actually what we don't need. And Acceptance what we don't need to refuse. Keep on going continually and wisely, that's it. As we know, water flows and arrives at the end finally.

Those resistances will be more lessen and lessen. Once we are doing some ministry, we need to do like the water where there will be many hindrances, even though we have to flow like waters. How? The principle is: to get rid of which block our progressing, there we will to get the least resistance! Yes, there are many resistances, and people get disappointed in these courses, so absolutely we have to get rid of, or avoidance. Only two options are in front of us: Getting rid of or Avoidance.



To be effective and productive



I remember reading "Effective and Productive?" written by Dr. Melvin. And I've been thinking about it for a long time, and all the time as well. And

while I was doing something, I used to ask myself, "Is this effective and productive?" Once we are doing some projects, ministry, it's good to ask these two questions. And we could also use it as a checklist.

It was a long time ago, but I spent a really hard and boring time going there for nearly three years to set up a school in Korea. Unfortunately, however, there has not been much progress. In the end, Rev. Melvin advised me to think, "Is it effective and productive to do so?" I believed he was talking about my leadership, strategy, action, etc. He and I both know I'm a hard worker, and it doesn't matter. It's much better than being lazy. But is it effective as a result? Is it productive?

I needed this question. If it's not effective and not even productive, we need to question "Why do I keep

doing this?" for our long (three years in my case) effort. In retrospect, I was unwise, but because I really wanted to go to school, and I believed it was the right decision, the right procedure. But in the end, I was wrong, I gladly accepted Rev. Melvin's advice to "don't do that," and had quit the project.

So how can we be effective and productive? I'll talk about the former first. If you want to be effective in a particular ministry, you will need to 1) a high degree of concentration, 2) use the right tools, 3) review the process again, and 4) find a more systematic approach.

Once we do any ministry, we have to concentrate on it completely. That way it will be effective. And we need to use the right tools to do that. That is why we need a lot of resources around us. Personally, I used to get a lot of insight from new books on a regular basis. We must also consider the progress. Every ministry is alive, moving toward something, so there has to be a process, and it has to catch people's hearts, and it has to work with them. We need a more systematic approach. We always need to have two minds: React immediately, or take time to think!; emotional, or thoughtful; and there may be points to consider, such as high speed, or sometimes slow speed; and so on. These factors are always at play in our process. We must therefore proceed systematically.

So how will it be productive? This is another important issue. How can we be productive? I think the goal is important. What are you going to do? Where is the final destination? What is our purpose? So we need a result-oriented mindset. If not, it can be distracting when we face different opinions and different situations from many people. Therefore, it is necessary to be result-oriented. If we only tend to stick to our usual routine, it may not be productive. We need to check progress all the time. "Is it productive in this way?" If not, we might have to take the style and system seriously and change the course.

I would like to thank Rev. Melvin for asking me the important question, "Is your work now effective and productive according to your purpose and goal?" ●

