



# 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

## Seminars for churches

When we start this ministry, motivating people is crucial. How do they get this motivation? I found it, and also Dr. Melvin advised strongly on his book and personal faxes, because many years ago we, Melvin and I, used fax machines to communicate. He said that if they want to start this ministry they have to pre-study his first book, *Can the Pastors do it alone?* Later on I found how important it is to follow this guidance. Pastors are busy and also laypeople could not study by themselves because most people are not interested in reading books and studying alone. Of course, sometimes interesting things happen.



One male layperson read the first book; *Can the Pastor do it alone?* By himself, because his pastor gave him it to read. He confessed later that while he was reading the book, he was in tears of his eyes, because he wanted his church to be like the story in the book. Of course this is possible, but what I mean here when they study together they will learn much more about this ministry, because they discuss, chew, and eat, so later when they are just in PACE Equipping Seminar, their mind going high to do this ministry, which

means their Motivation is much stronger than not read and come to the training session. This is my real experience through many churches' Training.1 I have done this training for more than ten years.

There were two kinds of churches: some churches have previewed the first book and are waiting for my direct training. They are ready to accept what I am going to teach, to train them is happy because they are motivated half percent already,

we can say first half done before my training session, so my function is to cover second half which means just make them to paradigm shift and rekindle into their heart, because they are really ready to do, to take an action. This is what I found myself. And other cases that they are not read book and just came to my class, so try to listen from the beginning, and they are not ready at all, just came because of pastor's force to attend, so I really have hard time to teach, train, equip and also tried to motivate those in front of me. Once they were previewed and came to my training, actually easy, but not ready at all and came to my training, it was difficult.◆

(Pictures of the Lay Pastors Ministry)



## Equip the saits for their ministry



One of the major responsibilities of the MLG is to plan for both basic and ongoing equipping. Equipping is an essential part of the formula for lay ministry of all kind-"...equip the saints for the work of ministry"(Eph.4:12).

Four decisions must be made about basic equipping: Which are the essential subjects; Who will do the equipping; When it will take place; and How long it will last?

First: Which are the essential subjects: Many years of training people in scores of churches indicate that the twelve units of equipping found in Can The Pastor Do It Alone?

constitute adequate basic training. This book is a primer for getting people started in ministry and then becomes a valuable ongoing resource through the years for both managers and doers of the ministry.

LPMI has developed other equipping tools. (1) An equipping manual-A Complete Equipping Seminar, and (2) An equipping video album- A Complete Equipping Seminar on Video. We recommend that each person being trained have his or her personal copy of the book Can The Pastor Do It Alone? The participants should try to read the book prior to the equipping event. Once people are doing the ministry they will need it as a reference regularly. Ministry leaders can use selected portions of the book for studies with the Lay pastors as part of the monthly meeting.◆

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## Ongoing equipping

Once the basic equipping is completed and the ministry is in place, it is imperative that the MLG plan for ongoing equipping. The monthly meetings should always include a time for equipping. Some churches have an annual day-long retreat, part of which is given to ongoing equipping.

Second: Who will do the equipping? Some churches have a pastor or qualified layperson do the equipping. Some have a number of persons share the teaching. Some are using LPMI's manual or video to do the equipping. Others invite someone from LPMI to equip the first Lay Pastors and then again in one to five years to give a booster seminar. Your MLG needs to commit to providing the very best training experiences possible, knowing that the quality of training largely determines the quality and quantity of ministry.

Third: When will it take place? Again, the MLG must decide what is best for their situation. Some churches plan an overnight retreat for their basic equipping, a Friday night and Saturday, or a Saturday and Sunday. The bonding which occurs in such an experience lasts through the coming years and adds to the strength of the ministry.

Some run it Friday evening in the church building and pick it up again on Saturday. Doing this over two consecutive days also has the bonding advantage. Others have found that spreading it out over several Sunday mornings or week-day evenings suits their situation best.

Fourth: How long will it last? The recommended number of hours is 10 to 15. 10 hours barely provides enough time to adequately train people while more than 15 seems to cut back on the number of people who will take the training.

The MLG often tries to balance two risks: the one, more equipping, better performance/less equipping, lower performance, the other, more equipping, fewer attending/less equipping, more attending. Because of the importance of this ministry and the critical necessity for adequate equipping, wise MLG groups opt to risk fewer people with more training. Some, to their surprise, find another principle at work: more equipping/more people. Usually people of worth respond to more challenge rather than less.

One final word about equipping, Lay Pastors need equipping in personal spiritual life and faith as well as in skills, principles and techniques. Perhaps even more so. Paul counseled Timothy, "Watch your life and doctrine closely."(1 Tim. 4:16)

The equipping event will ordinarily end by asking the participants to fill out an application form. (A sample is on page 237 in Can The Pastor Do It Alone?) The applications are reviewed by the MLG; People are told they are accepted; households are assigned; the Lay Pastors are commissioned; the letter of introduction is sent to their people; the First Visits are made; and your ministry is under way!◆



(Pictures of the Lay Pastors Ministry)



## Seminars in five countries



I have done overseas ministry for several years. Two kinds of approach to foreigners: "for visiting other countries, and also for those who are staying in Korea."

Romania: when I studied at Oxford University a few times, I visited Romania for training Romanian people at a small church. I got to know from the pastor's couple that she is a Korean missionary in Romania. One of the pastors of our network churches in a rural area in Korea introduced the missionary to me. I think they knew each other and lived closely. Once I told him I would go to the UK then he introduced them to me, so I met her and her husband in person and introduced them to PACE with our staff for a few hours at one house. We talked a lot about this ministry, so they were very interested and asked me to come to their church and their people who need this ministry, so I told them I will go to the UK then I will fly to Romania to visit your church.

Finally, when I went to the UK, I flew to Romania after my studies at Oxford, from the Heathrow Airport in London to Bucharest International airport, Romania. I still remember a bad experience at Bucharest Airport. I think I took the bus, and it was a very poor place, a lot of poor people wandering around, so when I took on the bus one boy came and helped, pushed my luggage from the backside, I

guess then he took out my purse from my suitcase, I found it later on. I lost my wallet, then I went to the police station, they told me to be careful over there, I explained to them many situations.

They called the missionary home where to visit, then they said I arrived in Romania one day earlier than their schedule expected. I made mistakes, because of time difference between Korea, UK, and Romania, so they did not know what to do, it took almost 20 hours come and go by train from where they live, they told me to take a train and come to their village, but I don't have any money then, so Police helped me to jump into the train. I took off the train, it was a terrible train, just like 1950s Korea railroad, but I enjoyed it because it was a new experience to me. 10 hours later, early in the morning, I arrived at the place where the missionary couple waited for me.

I went to their house, and also it was, a.k.a., house-church. They have rented house which is used for living room and church at big room. There I trained three nights for native people. Mostly Romanian rural people and low classes I still remember. Anyway I have done well, and came back to Korea, it was first overseas ministry experience.

Since then, I have visited three countries: Japan, Thailand, and Pakistan. One of our staff members knows one missionary in Japan, so he contacted them, then four of us went to Japan for a week to do PACE Seminar for Korean missionaries in Japan.◆

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## Emailed from Pakistan

Then I got one email from Pakistan that he was Rev, Chand, wants to know more of Lay Pastors Ministry/PACE, and asked me to come to Pakistan to do LPM/PACE seminar for their people. So after many emails back and forth in a year, finally I visited them for 11 days. It was fruitful and productive journey, later on we invited Rev. Chand to come and teach at our Conference so, he came to Korea twice and got to fellowship well aftermath. And also one of my friends introduced me to a Korean missionary in Thailand. I went to Thailand for a week to do a seminar for Thai pastors. It was a good experience.

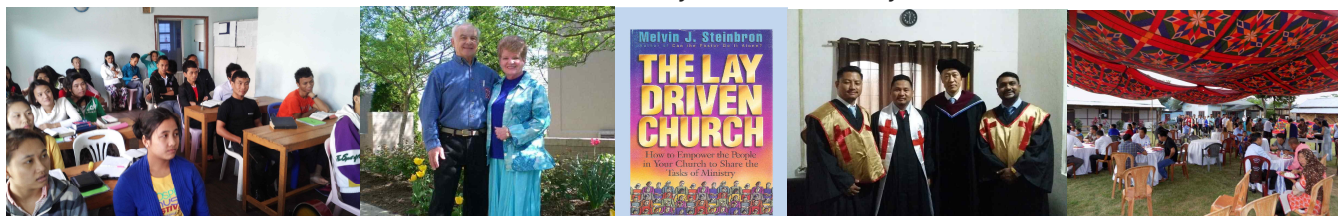
And later I went to Myanmar for a week for doing PACE Seminars at churches and also at theological schools. One of the foreign students who stay and study in Korea asked me

to come to their country Myanmar, so I went up there, and it was good experience to know them, Asian country, I mean the third poor country, so it was helpful to prepare to go to Nagaland India for starting the PACE Seminary.

Since I returned to Korea from Myanmar, prepared to visit and start PACE school in Nagaland, India. Finally, I have visited and doing seminar at churches and opened PACE International Seminary (PIS) on July 22, 2015. It was historical moment of Lay Pastors Ministry/PACE world since 1978, when Dr. Melvin has stated this ministry in Ohio, USA. I am grateful to God to let us OPEN this school.◆



(Pictures of the Lay Pastors Ministry)







We are familiar with Stephen R. Covey's book, "7 Habits Of Highly Effective People". He died more than a decade ago and now his son, Stephen M. R. Covey, inherited his father's company and is doing well. However, his son Covey wrote a book on trust, The Speed of Trust (2006), subtitled it, "The One Thing That Change Everything." The whole story of the book is that when there is trust, everything speeds up.

First, trust must start with ourselves. As Alvin Toffler described the trend of the times as the fifth wave, the book also said that trust begins with ourselves, flows into relationships, and into organizations, and eventually proceeds to a cosmological world, probably discovered while running his own company, the Covey Leadership Center. In the end, trust means that it starts from the inside and progresses, develops, and expands outward. It can also be said that in order to gain the trust of others, we must build trust

## Meaning of 'trust'

from ourselves.

What caught my attention, however, was more about the relationship between father Covey and son Covey than the book containing the above. It is noteworthy that the son has received the work of the father, which was widely trusted already, and continues to be trusted in his son generation. Perhaps it is true that the reader's credibility to the father Covey has certainly affected the success of his son's work. Anyway, if you look at Covey's "7 Habits" book, you'll find his children's stories about their fathers in their recommendations. As such, it is also proof that children trusted their father. I was surprised at first. It is shocking to me that children write about their parents in books that are widely read around the world, even though they may be grateful for what their parents have done. However, if you look at the book "Speed of Trust" about his son Covey, his father Covey wrote another recommendation for his son's book.

It's really enviable that the relationship between a father and a child is like this. Of course, in his father Covey's book "7 Habits," he wrote a lot about his family as well as personal growth up to the usual seven elements. It certainly gives the image of an "ideal father," and in 7 habits,

almost all the children wrote recommendations in their father's books. This is extremely rare. Can the relationship between children and parents be like this? It depicts children respecting their parents and parents encouraging their children.

I'm not that kind of father anyway. When I was in seminary in Korea, I was married and had a son, so there was always poverty and difficulty as a seminary student and student pastors. In Korea, student pastors and also pastors' jobs do not have enough income, so their children are bound to sacrifice. So I always feel sorry for my family. For my son, he would have always been planted in his head as a "father who didn't take care of family properly." I felt a bit serious when he expressed to me that he only had that thought decades later. In addition, I almost poured all of my money into missionary work abroad, which seemed to be a complaint to my children.

Anyway, at the end of the book, he set out some conditions to gain trust to speed up, first, to be honest and faithful, to gain trust from people; to do anything with good intentions and not to deceive or conceal people; to have expertise, knowledge, skills, and abilities in what is requested; and to have good results.●



I thought about the concept of authority and power. We all know that Jesus is also authoritative. It is a good aspect and it is also needed positively. However, there is a problem when authority is changed to power. This is because power is often used negatively.

It seems that it is not easy to deal with this problem, regardless of which organization or workplace. Whether it's a general company, church, or school, there can always be authority and power. There are always top CEOs everywhere.

First of all, authority can be exercised when something needs to be changed. In this case, when power is exercised, problems arise and opposition occurs. For example, Melvin University also has a system, which has

## About authority

several positions and titles as president, vice president, and director of school affairs. However, the vice-president is a little younger than the head of the school affairs department, so he is often slightly uncomfortable. In other words, problems often arise because they easily see the above position just because they are older than their boss. It is inevitable because authority is given along with title. It might be a problem if the person above just tries to turn it into power.

If we try to have authority on our side, we can be misunderstood as an exercise of power, and at that time, people will try to remove such authority. Because authority is given. We know that Jesus also proudly used authority because it was given from the Father God. Proper exercise of authority is not a problem at all.

However, if authority is given, in the end, the focus should be on the shared purpose and those who are with it. It means that we should also care about people. It seems necessary here, too, to be responsible for each other's growth, which is essential in the concept of a

team. No matter how good the authority is, it will not be seen as the right attitude if it is used for ourselves. Also, authority is a place where it should not be abused. It is also the CEO's responsibility to use the given authority correctly.

But the question is what to do when authority is not given, which is to declare that "I am the captain" when no one follows, and to give no score at all in the workplace or organization, and not trust in a word, we should think about it seriously.

Therefore, first of all, I believe that our own concept of authority is important. I think there will be trouble if we try to win it. It would be good to use when given. And when given, we will have to use it humbly. We shouldn't use it while ignoring the other person. A person without authority may already be depressed in itself, and may have a slight sense of inferiority, so there is no need to add to it and hurt it. In other words, I think sufficient consideration is needed for those who do not have authority.●

# Flesh Mob



## Stick at final destination

People are easily to forget where they are headed, where is the final spot to landing, so leader need to remind them always where is the Canaan land. Even God promised the spot to reach, people are wandering. The final landing spot should not be changed. There are some that can be always changeable, but some are never changeable.

Final destination, the landing spot, is really important. That's #10 as we mentioned many times in this book. In somewhat, this topic might be the most important one in this book, because we talk everything in this book is for reaching there, the given goal, actually the final destination. We have to continually stick at it and make clear our goal always. Should be reminded of where we are headed always, every time, in every moment. Then we can persevere to any difficult circumstances. Anyway, to decide the final destination is important but to stick at it is more important.

I know it is not easy to stick at it always. There must be a lot of reasonable WHYs not to stick at it; physically not available, emotionally not available, and maybe financially not available, so on. But look at those who had sticking at and made it in the end. Surely, they had a lot of pains, tears, sweats, and also endurance, perseverance, persistent to stick at it. Even the bigger ministry, the more mach perseverance.



## 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.



## Failure is the mother of success

This is true to Rev. Rick Warren of Saddleback Church in the States. He once said, "one truck of failure's story, but one book of successful story in the Saddleback Church." Saddleback is the biggest church in the States. Even though, they had a lot of failure experiences. No afraid to be failure, it does not matter. It should be there, and it is there always. But they prayed and keep in going, finally they made it.

One more illustration in Korea, it is Hallelujah Church. They were built the main building, so they have been digged a big hole for sanctuary, but IMF came into Korea, so they stopped the construction, and then heavy rain filled that big hole. It lasted 10 years without progressing construction.

Finally they were succeeded in built. They had worship services at small gymnasium, even the members were around 5000 people, so they prayed, endured, persevered for next ten years, actually nothing happened even prayed a lot, many people left away, but they prayed and keep on going. Even the senior pastor was in oscillation; staying here or back to the States, because his children were in the States, they had US citizenship. But he was keeps in going even in the midst of terrible realities.

That's it. We see the reality but have to keep in going if we are a great leader. People want their leader to be like this. Of course, Melvin Theological University will be progressing like this, and in the end, we will make it.

## Reading books and writing



New ideas come from two cases: one from reading books and the other from writing books. As we read books we get information, new ideas, and learn the wisdom of life. So let's call it input. But now that I think about it, it fills our knowledge, and we also have confidence that "I know this much" somewhere. In a way, invisible extroversion seems to widen.

On the other hand, I feel like I'm experiencing a completely different world while writing a book. It accumulates knowledge while reading, but it seems to feel deep when writing. That's why I write a column. What I write seems to be reinterpreted and written. Most people seem to be afraid to write books. I'm also worried. How will the book be published, how much

will it cost, etc. In fact, publishing books on the market is inconvenient.

If you want to sell it on the market, you need to create a publisher and get an ISBN. In my case, several books are still on the market through such a process in Korea. However, in Kenya, some books are written but not published for sale. In fact, I entrusted two books to a publisher in Nairobi, but neither of them went on the market.

The first book summarized my experiences of the ministry over the past 20 years, but the pages were incorrectly written during Nairobi's publication process, and those thousand books were discarded. I spent money two or three times, but it was a bit disappointing. By the way, now I am grateful that it is made into a PDF book and printed out and placed in the library, so that students can see it. The second book was divided into 365 materials of Rev. Melvin and made "365 Reading" to read one topic a day which was also published with some money but only a few books entered the school and the rest disappeared on the way. This is still the case in Africa.

Anyway, in this situation no ISBN is being made into a PDF book and uploaded on a school website so that students can download it freely and read it freely on their phones. One of the reasons is that English books are so expensive that it is almost impossible for students to buy them. There are neither Christian bookstores nor Oyugis, nor Kisii, where our school is located. Kisumu, where the airport is located, has to go for two or three hours, but we went to buy a book last time, and the expensive ones cost 7 to 80 dollars per book, so we eventually bought a few books and came back. So it's impossible for students to carry books for personal use, and there are many students who don't even have the Bible itself. I'm now talking about books, but I strongly recommend writing the book to you, readers, anyway. It is necessary for self-development, not for sale on the market, and it may be lightly made and given to family members, relatives, and neighbors. There are ideas you get from reading a book, but if you write them, you will get richer.●

