



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

Principles of Equipping

Several principles were presented in Sue Mallory's book, *Equipping Church*, let me summarize some again.

First of all, this is not a program. Shouldn't the program be called How? "What to do?" This is a later question. Having is a theological issue, a philosophical approach, and a matter of a pastoral mind. And it's about principles and essence. Programs tend to be short-lived. All the paradigm of pastoral society in Korea present programs, which are like mirages, and are becoming like putting only air into pastors.

Second, it's not something that's quick and easy. Having it is not something you want to see in the near future. It can't be. If you try to do it quickly, it can lead to death. And it's never easy. The program is easy. But it's just a phenomenon.

Third, the concept of 'shared ministries' of the pastor in charge is important. You need to make the ministry workers feel like they are the masters. Usually, the problem with churches is that the saints have fear of doing something.



This is costing the growth of the church a lot. Of course, there are some risks to this. Isn't that why it is necessary to have it! It means that the ministry is entrusted, delegated, but trained.

Fourth, it is necessary to know the culture of our own church. There are often times when the various pastoral paradigms currently presented conflict with the opening association and have difficulty. It is wise to seek harmony rather than conflict. To do so, we need wisdom to know the culture of our church and match it. Culture and system must go smoothly together.

Fifth, not only the beginning but also the process is very important. Just as the motivation for the beginning and the motivation for the process must be different. And just as weddings and weddings are different, the beginning and the process are completely different areas. You are wrong to think that you are rolling over just because you have started. There is no toy that automatically works forever. The battery must be replaced if necessary. Leadership to guide the process is required.◆

(Pictures of the Lay Pastors Ministry)



Development of equipping



The ministry of Institute to equip the saints for the ministry. That is to equip for PACE, to equip for making lay-leaders, to equip for evangelism, so on.

Pastor Melvin's video tape says that LPM is a piece of a big pie. Now that we have the

concept of a school, wouldn't it be better to expand it a little bit and proceed with it? Then wouldn't it be our faculty's approach to create a church that models for

Equipping Pastors and Equipping Church? We also study equipping itself more professionally, and we also study EP and EC. Of course, with LPM/PACE in it...

That's how our uniqueness can be. American Bob Buford, Brad Smith, Sue Mallory, and Marlene Wilson have created the Leadership Training Network (LTN) with the Saints and have been carrying out this mission since the late 1980s. But when I looked closely, I didn't say PACE, but I took care of him and encouraged him to establish himself as a lay leader. In other words, it is the development of a lay leader. In other words, it becomes EP, EC.◆

Three stages in equipping

Our ministry is 'to keep', and when I think about it from the beginning to the present, I can think of it in three stages when I look forward to the future:

1) The first is provision for pastoral care (PACE). In other words, it is to equip the Saints for Pastoral care. This is pure LPM style.

2) The second is provision for overall ministry. In other words, it is to equip the Saints for ministry. This is about the overall ministry within the church. It is necessary to have provision for this. This saw this conference being held within the Prezgamri Church itself during the last Alabama competition.

3) The third is the ability to become a leader. Of course, the leadership training necessary to become a leader is

necessary here. In other words, it is to ask the Saints for being a leader. I think this is a task that is still necessary for the church in the generation to come.

1) Caring is fundamental and essential in my relationship with you.

2) The ministry is to complete the task entrusted by the Lord.

3) To be a leader is how much you are developed, and the direction and preparation for the future.◆



Equipping people as a system



Professor Paul Stevens wrote a lot about the person who provides it. Among them, 10 principles for those who provide it as a system are summarized, which is useful.

1) Look at the whole thing and work. The whole thing is better than the sum of parts. Leaders should make sure they fit into the system.

2) We need to create an atmosphere among the members so that they can interact healthily with each other. Providing is fundamentally related rather than a program or ministry. This is about setting up the people of God.

3) Guide the process, not the people. Culture, decisions, changes, etc. are more important than any achievement. To guide the process is to have a vision and identify your convictions and dreams.

4) Take care of the culture.

Culture is something that is invisible but important about relationships, beliefs, and purposes. Values and symbols can also be used to obtain this.

5) Change slowly and indirectly. Resistance or "trial error" is not necessary for a leader's idea or personality, but it is the result of the complexity of the system. Therefore, those who prepare need to see how the system functions as Christ's 'body'.

6) Make your own vision clear and identify yourself. You should check the terms you use in doing this: "--can I" and "-- should." Checking yourself is not an exercise in self-development. This is a systematic choice. It's about checking others out about them, too, depending on how you define yourself.

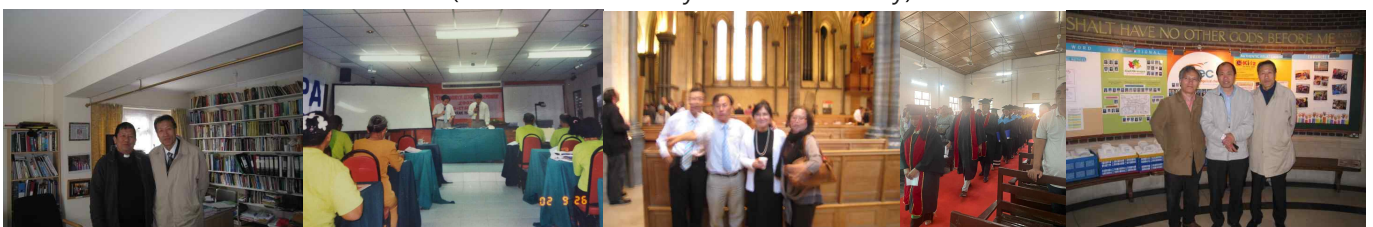
7) Raise and raise your system and subsystems well. Functional subsystems and structural subsystems need nurturing.

8) Don't step in a love triangle. Don't step in when you two have a problem.

9) Keep the fence open to socialize with the world outside the church.

10) Take your time. The church is in God's hands. What this means is that those who provide are not alone, but are mutually done by several people. In other words, the leader and his followers, the pastor, and the layman do it mutually. You can't do it alone.◆

(Pictures of the Lay Pastors Ministry).



Cautions of equipping ministry

At first glance, the ministry you provide can be very simple. A ministry based on teacher training creates a culture within the church and places people well. But the problem is where the ministry is. Most people enter the church with consumer mindset. We live in an environment where you can choose whatever you need, such as large shopping centers, department stores, or internet shopping malls. They are consumers of "religious goods and services," so they choose the church that best serves them. It is not easy to turn these consumer-minded people into a servant lifestyle. Therefore, it takes bold prayers, thoughtful strategies, endurance, and endless effort.

The second problem is that we focus on traditionally defining solutions. Church leaders too often stress the

importance of successful programs or curriculums in other churches. And they are recruiting people to try the programs. But while we try to make it easier for people, we often lose control and create

programs that don't fit their needs, and we eventually find that the shortcut was a dead end. Often these programs are excellent at the start, but they are not in line with the needs of our church, and they often miss out on important parts because they are trying to package them.◆



Seven mandates



The ministry to be prepared is to follow seven orders in the Bible:

1. The ministry of serving others is an expression of love that loves Christ and is devoted to him (Rom 12:1-6).
2. God calls each of us with a purpose unique to him (2:5, 9-10).
3. We are all blessed to complete the ministry worthy of call. (Beth 4:10-11)
4. Instead of boasting or idolizing the playwright who is the chief judge, he should use it in the community while serving God and others (Rom12; Classics 12:4-12).
5. As we serve in the community, we gain a deeper understanding of our personal relationship with Christ (John 15:12-17)
6. Real spiritual growth becomes active as we serve others (1:22-25, 27).
7. The job of leaders in the church is to have others to use

their gifts so that everyone can grow (Ep 4:11-16).

If you try to do it from the organization at the beginning of the ministry, you will fail. The spirit of the ministry and the hearts of the people should be harmonized. Usually, at the beginning of a ministry, a small number starts with limited data. But there is a strong heart there. This is what is important.

But as time goes by, the hot heart disappears. Activities grow, programs increase, and people increase. People become professionals. Everything goes well. But at first, he only handles what he has to do without his heart.

The phenomenon of knowing this is that people are burned out. They feel tired and discouraged. The leaders that were visible also slowly change and eventually disappear. There are leaders who are more eager to show up, but there is no depth. Dalant and technology seem to cast a shadow over the mind. And if we don't pay attention, it becomes like the water in the exhibit.

It's time to get back to your mind. To do this, you have to cut back on what's less important. You have to cut off unnecessary branches so that people's minds can focus.◆

Whether it's an organization or a mission

Pastor Melvin sent me an e-mail when I transitioned from Institute to School, and when I shared the school vision with the Slocum team in the United States, and it was a concern and advice.

In other words, institutions are important, but do not forget the original vision. Pastor Melvin seems to have misunderstood that I am participating in (or trying to create) an international organization with Slocum. "Don't expect too much from the (Slocum) movement of the U.S. (Slocum) and don't jump too much and leave it where Slocum is doing, and you (Pastor Seo) should focus on the Korean ministry (school association and school), which is the original vision. Is your (Pastor Seo) vision to create another international organization?" some concerns and questions were raised. I think that's how I proceed.

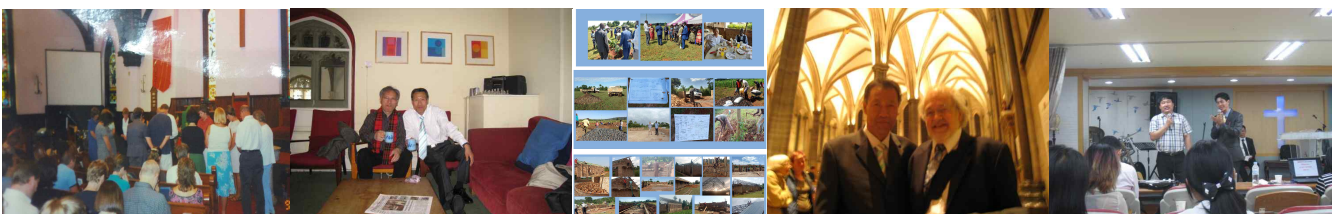
Anyway, I didn't mean to do that, but when Pastor Melvin pointed out that, the vision and direction became clear once again. Our vision is to have a holy book. Here,

the saint - in the present view - is both a layman and a pastor. After all, the most important vision is to put a PACE system in the opening of the school. This is not to be missed.

A few days ago, we gave a send-in service at Jusarang Church in Jamsil and had another leader group meeting. I attended the meeting because it was the stage of training and the start of the ministry for the past 3 months. While talking about some things, he said, 'The leader group is for the success of the PACE mission.' In other words, the PACE mission is important, not the leader group itself. The leader group exists to help the PACE mission. He advised not to lose its essence, vision, and mission.◆



(Pictures of the Lay Pastors Ministry)



Why can't we just decide?



We have things that keep falling sideways in the direction decided, sometimes jokingly expressing "I fell into Samcheonpo." which means traced to the third way. But the factors that make us go sideways are: 1) from within ourselves; 2) from relationships with others; 3) from the outside world. Anyway, the key will be how to get it back on track. In my case, I sometimes go grocery shopping with our university staffs at a downtown supermarket and buy some wrong things.

When we enter the supermarket, unexpected items are displayed at the entrance. Whether it is, when people who work in the store say "new products" or "we're only on sale today!" we're often tempted. We also often go to buy genuine products and buy fake ones. It's cheap, it's favored by many, and it seems real. In the case of luxury brands, we want to show off to others. For example, the original product is \$7,000. If they say that goods are \$100 there, we buy them because we want to buy them. It means that we feel the so-called self-signal.

However, there are often cases where we regret it and throw it away shortly

after you buy it. In my case, I bought shoes on the Internet because they looked cool and cheap. I was quite pleased when I received it. It bragged about it to others, too. But after wearing it for a day, I found out that there was a problem. I wore it once or twice, and the top of the shoe was split. "It's cheap, isn't it?" It struck me that.

We sometimes act differently than we thought. In other words, there are times when thoughts and actions are different. Therefore, I think it is important to continue to develop what we initially thought. If you have thought and decided enough, it is necessary to keep developing and sticking to it. Even if it was a very clear plan, we should continue to check the progress.

It is said that when we make a plan and implement it, we should pay attention to the following eight principles.*

1. We need to look at ourselves again. Sometimes we tend to be too sure of our own views or views to listen to others. When you are about to fall to the side, listen to a third party's opinion.
2. Don't just rely on emotional decisions. This may lead to an inaccurate conclusion. That is why it overshadows the original decision.
3. It is necessary to broaden your perspective. We often narrow our horizons and focus only on what's in

front of us, so we don't see anything big.

4. You should be careful when you have social gatherings of similar people. Sometimes we gather due to so-called school ties and geographical ties, and it's good to gather like that, but as the saying goes, "We go to Kangnam with a friend," our decisions are sometimes scattered there.

5. We need to check the general approach we hear. Things like general views and general comparisons in our decisions and implementations cloud our direction. So we have to maintain our conviction, checking ourselves out why I'm going to do this.

6. Another thing we need to look at is why other people react so to my decision. If they make such a proposal for me, considering all sorts of circumstances, they need to reconsider.

7. According to that, we can react differently. A simple other approach can sometimes come with a very big reward.

8. Our decisions and progress should shine more and more not only on ourselves but also on others. Just as the dark room brightens up when we enter, our decisions, our will, and our philosophy must shine and stand out more and more.

* Referenced book: *Sidetracked: Why Our Decisions Get Derailed, and How We Can Stick to the Plan* (by Francesca Gino © 2013, p. 202-203)●

Flesh Mob



Brutal Fact/Stimulate Progress

These two look paradoxical. Reality and facts are terrible, and then how we keep on going? Actually these two are not matched at all, by the way we can't discard any one of these. Sometimes facts are more important than dreaming. Know the facts, see the fact but also keep on going. This is paradox and no matched each other, but in some sense we need to see both sides of one coin.

We can't discard the reality, the brutal fact, terrible reality, looks no way to get out, AND also our destination is over there, it's coming tomorrow. What do we are going to? Giving up, forget it? We can't throw away of these two. Then we have to think a bit and keep on going, or if we keep on going, we might get solution of the present reality. No idea how to do it, but we can going forward in imagination, in dreaming and as we often said look at the final destination even it is not here yet. Most of people only look at the reality, e.g., negative side, so used to say, "Not possible, in conclusion." Because they have seen only its realities and facts.

Let's talk about our project to shift seminary to university in Kenya. Actually, the fact, reality is terrible. No promise at all, no money at all, no manpower at all, no experience at all, only failure experience for me, because I tried to make university in Korea but failed. For me, there is no land at all, no money at all, so someone put some money for buying land, but constructions and preparing Documents needed huge money, approximately 6 million dollars needed even excluded the land. Finally Dr. Melvin advised me, "Byeong, you'd better to stop. You are not kind of money-making person. That's not your talent." So I stopped.

There are some differences. Now, it is the same then and today. No money at all at both occasions. But the difference is that people are different (I and Ogillah), the place different (in Kenya), the situation is different (has accredited seminary already). What I mean is that the reality is bad, but there are some possible if we look at more in detail. We catch it in our hand and go forward to it. Then other things what we necessity are coming up one by one. If we go forward, these things are coming to us. If we don't, they don't. Just like If we don't, God don't. If we do, God does, and this Dr. Melvin's confidence as he was saying, "When we do, God prosper it (ps. 1:3 c)."

This is the answer, even terrible facts and reality is there, but we go forward in Faith (Jim Collins's book). I may switch to this, "we go forward in faith because this is God's vision."



Impelling Force

You know what that mean of it in the Dictionary? It said, "markedly effective as if by emotional pressure." There is another term, "compelling" which means 'driving or forcing.' Feeling both similar, but it is different slightly. I guess the difference is: "compelling" is pushing by ourself, leader himself, physically and intentionally, but "impelling" is a little soft, which means leader give them motive, somewhat motivation, then they feel some 'forcing energy' from their inside, that's impelling. Not sure this is correct but my own definition, and hope it's right.

Yes, once we are going to complete some ministry, we need 'impelling force' from their inside, from their heart, from their innermost, say, "I must to help him to do this project." "I have to do it." "I want to do it."

I got this feeling once I started this ministry around 20 years ago! Dr. Melvin gave me some informations, just informations, by the way it lighted fire in my heart very strongly. Also it was lasting in my hearts next 10 years, and I think still I have it. Nobody can't put out that fire in my hearts. That's it.



The need for Continuing Education

Professors of ICE Melvin University



encouragement came from many places as a meaningful project.

The faculty decided not to involve professors who currently teach full-time at Melvin University. The professors decided that the current classroom lectures are too much, and it would be too burdensome and inefficient to manage and teach students from various countries online. So, when I thought about ICE under the policy of having completely foreign professors, I found people I know who can teach as professors. Since I have been close to them for more than 10 years, it was easy to ask. In

I had felt that Melvin University needs the Institute of Continuing Education (ICE). There are a few reasons why people who want to come into Melvin but don't have money, who are also busy making a living, and they are too far from Melvin. Also, seeing people who are not eligible for a degree program and people who are out of school a few days to sit comfortably in their classrooms and study, I have pondered for some time about the solution, and I am convinced that the breakthrough is a lifelong education center.

In fact, this project will be a big challenge for me. Perhaps the concept of making another school and I thought that it would take that much effort. However, I was confident in the answer to the question whether it was necessary, so I decided to pursue it and recruited students while preparing for the basics for the past few days. As expected, people who wanted to study at ICE began to contact me with reactions that were "necessary." Online, when the Mobile Learning System was emphasized, inquiries began to come from not only Kenya but also all over Africa. Along with the necessity,

in addition, all of them have studied at the World to Universities (Yale, Harvard, Oxford, and Cambridge), so it was good to show them outside. They responded well and organized like that. Not only have they studied, but they are also currently working as church pastors in the United States, so anyone can demonstrate their skills in any field. Perhaps they are grateful to think that what they have studied is utilized. Rather than following the style of a lifelong education center in Korea, I decided to benchmark the ICE system of Cambridge University in the U.K. I think that's a good fit for us.

There were many inquiries about how much the tuition was. And they were asking what to do when they didn't have a computer. In a word, they couldn't go to school because they didn't have money. First, I made a tuition fee nominally, but in reality, I decided not to receive it in the name of scholarship. How can we ask people who earn 30 dollars to 50 dollars a month to pay? In fact, Africa is a place where we need to help, but it's really difficult to pay. So, we made a decision to make a "knowledge donation" with the concept of talent donation by making the professors aware of it. They've already earned honor elsewhere and received enough salary to live as a pastor, so it doesn't mean much to receive a few dollars. Rather, I think it's meaningful to serve like this while thanking the Lord for His great grace to get a degree by studying like that.

Second, as I know that there are not many computers, I chose the [Online-mobile virtual-learning] system of studying online through phones, SNS, that is, Messenger, WhatsApp, Facebook, etc. In the African situation, this is the best way. It is a difficult environment to quietly sit at a desk to teach and learn because the professors who teach are busy and the students who learn are busy as well. Even if they have a computer, it is impossible because there is almost no Internet. Even a mobile phone will be very difficult for students because they have to pay for phone and internet separately. However, we are urging students to install the Internet on their phones at least. It is difficult to study with us if they are not in a situation to prepare for that, too. I think it will be effective at the minimum cost. Fortunately, the professors understood this situation and passed.●

