



# 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

## What is the Lay Pastors Ministry of Dr. Melvin

THIS IS THE SYSTEM OF CONGREGATIONAL care by lay people. This concept is in the Melvin's PACE Training Manual. In the introduction part, it says like that. It means this is not a program but a kind of a system. What does that mean? Once we say system, we may recall a few things, but easily we might think of a computer system. When we talk about computers, we know how it works. Once we push the start button, our computer is on. That is the SYSTEM. This ministry is just like that. What and who does, and when and how it works. Church ministry should be like that. Pastor alone, laypeople alone could not do that. If we look at the Bible it says that we are one body, one church, also one God which means the leader has to think how his act, his talk will be effective to the lay people. If they have a caring heart, it goes to them directly; if they don't have the mindset, then lay people know that.



Lay people also need to know their church is the system, which their act will be effective to their peers directly. So the Bible says each one is the part of the whole body; hands, eyes, and so on. As we see computers, every single part of our body, that is, every single of our members are connected directly and indirectly. That's why Professor Paul Stevens stressed that to see the Pastor as a system leader.

In his book, *The Equipping Pastor*, he explained more in detail.

Lay Pastors Ministry is also the brand of this ministry. First they, LPMI USA, put the name in the beginning, 'Lay Pastoral Care Ministry' which means this ministry is done by lay people and it is on the pastoral care, but later on they changed the name to Lay Pastors Ministry (called LPM), which means Lay Pastors are doing this Ministry, its core ministry is PACE; Prayer, Available, Contact, and Example.

They focused on the person Lay Pastors. Why people are the most important to start and to do ministry. Job is less important, and a person is more important. Jim Collins says if we are thinking of doing something we have to collect the right people first. Of course it's not easy to get the right people, but we know what that means.

Why do we need people first in front door. Mostly churches think ministry or program first. Then they recruit people to slot it. In this case it mostly failed, because that was not our choice but someone else's choice. So they do some but mostly became passive style. If they chose it themselves, they will put all of their energy there, but in case of someone's choice they don't think they have ownership.◆

## Ownership in the ministry

OWNERSHIP IN ANY MINISTRY IS very important. Today we call autonomy. Daniel H. Pink wrote about this in his book, *Drive* (2009) in details. He mentioned there three type of motivations; *Carrot & Stick* (Motivation 1.0), *Empowerment* (2.0), and *Autonomy* (3.0):

Of course he referred at the early years people need Carrot & Stick for doing something, just before of postmodern-era, people needed Empowerment, but now later 21 century people need autonomy. These approaches make a sense.

Today's Christians are totally different from yesterday. It is not their fault. Whole of society, even church itself changed a lot. Ordinary Christians are not any more ordinary. They want be a person as they are which means they want to grow up enough. Let us think of it seriously. Today's congregations do not stay at one church all of their life. They are looking for church where they may grow. Some churches train them for three years (for instance, discipleship-making), but when they completed three years

course they leave the church where they are trained even though the church was their mother church. They were there for about 20-30 years as a committed person. But they leave today without any hesitation. Why? Because they want to grow, they want to use their talents, the gifts given them by God.



So other churches are growing because those people who left previous church come and joined their church. So, almost every week many matured people who are trained very well and almost ready to do any ministry enroll to the other churches. That is today's church especially in Korea. We pastors have to know the reality. We intend to stay at fantasy world too long. They miss many people to the other churches, even their church to close down soon.◆

## Too long training courses



AND ANOTHER PROBLEM IS too long training courses today. Today's Christians are not immature people anymore. They are grown up enough. They just want to do something, but the church, exactly the pastor, keeps them in an airplane shed too

long. Laypeople are ready to fly out, but they still keep them inside. Two problems happen: Their energy is out of service because their wings died in there, so they could not fly ...I mean no energy to go out. In the moment of completion of the training course, no energy left. It was there enormous energy mounted up, but too late to open the door.

This is the fatal mistake of today's pastor. I found some reasons why they made the same mistake even though they knew there were some problems. First, their curriculum, and second they don't know about what the motivation is enough. First, most churches have a curriculum for a three years-training course. Usually the curriculum is made by a denominational headquarter, or a prominent big church developed and introduced. So local church pastors believe

the big pastor's or follow denominational policy is the truth. So even the church knows it is not the best resource, they still use that without other options. So, what I want to say here is that they put them into airplane sheds too long until they are almost dead. Today's people have changed a lot. In the early years they didn't know much about Bible and Ministry so they needed a three years-study program, but now they are matured enough to do ministry. So they need only a paradigm shift to jump into the ministry and on the other hand, today's period of training is getting shorter. From three years to two years, then one year, then six months and then, even three months today. Only a three months training course is good enough. So three years in the plane shed is really not wise. Even as you know PACE training takes only 12 hours, and in my case I am training them only straight two days or two nights. Why? Because they are almost ready to fly. The Only thing is to open the door, and push them to fly in the air which takes only two days.

Of course there is another reason to do three years. This is not a proper reason but it still works. The church wants to keep them in their church, instead of letting them go to other churches. So, they say three-years is correct, also say Jesus trained for three years, but this is not a wise strategy. Laypeople are not anymore laity in the past ten years, or twenty years ago. They live today, right now and here. We pastors have to think of the real issue and reality.◆

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## They mobilized but mobilized too much

THERE WAS SOME MISTAKE that didn't work in the church. I have trained lay people at one church which actually I belong to. While I was there as an associate pastor, and because I have just translated Dr. Melvin's first book, Can The Pastor Do It Alone? Into Korean. Our senior pastor told me to train the laypeople, so it was announced in public, then around 19 people were gathered at the training session. It was the very first experience for my ministry journey aftermath. I trained them, and developed the system of Lay Pastors Ministry in the church, and they, lay pastor, mobilized to care for their peers as the textbook has taught, then what happened was that they mobilized but mobilized too much, too high, I mean the church never mobilized before, so it was really new experience for them and the pastor himself. He, the pastor, was a little uncomfortable and afraid of their mobilization.

Another thing we made mistake was that when we finished training, it should be Commissioning Service there, and have to give them Certificate of being a lay pastor in public on Sunday or any occasion, it should be in public event, by the way, our senior pastor has decided no Commissioning Service in public, so it was given them privately, call them individually at his office and gave them. What an interesting scene, isn't it!

I understand why he did just that. Probably he worries about those who are not trained and not being lay pastors, maybe they feel some disappointment because they are not selected. It means the pastor was thinking, understanding this is not the ministry gifted to the people, and also

probably this is one of those ready-made-programs, so he didn't think of it seriously. So those lay pastors couldn't continue their ministry properly because they are not appointed in public, in the end they couldn't do the ministry in public, so it didn't work and they closed down very soon.



The people there are still regretting that it closed down too early, and they believed God gave the moment to them to change, to promote the church, but they missed the opportunity, so no more opportunity came to them since then. God gives us sometimes, not every time, so when it comes to us, we shouldn't miss it but grab the opportunity.

Another mistake happened at another church. I have trained so, they are motivated and ready to take action, jump into ministry, but the pastor is not ready to commission them, he said, "after going to prayer mountain and praying for commission, he will do that, he promised just like that. One month later I called him to know if he had commissioned them, he said still praying for that, another one month passed by, I called, he is still praying, in the end they never commissioned them. They were ready, but no door was opened. So, they missed its opportunity.◆

## I have found meaning of this ministry



FIRST, EVERY BELIEVER IS a minister. This is derived from the meaning of Ephesians 4:11-12, the main scripture and also core concept of the Lay Pastors Ministry. In the 1970s, Lutheran theological Oscar Feucht has written the book, "Everyone A Minister" which was shocked to the people, especially to pastors because people, both pastors and laypeople, had been thought that only Pastors are ministers. But Oscar thought those who have Christ in mind, they are all ministers, and he made a new terminology, MINISTERIUM which originally means monthly gathering of Pastors.

Second, the concept of Partners in Ministry. Dr. James Garlow was the pastor of Skyline Methodist Church in San Diego and has written the book, "Partners in Ministry." This book came from his Ph.D. dissertation at Drew University. He stressed in the book that we, pastors and laypeople, should be partners in ministry. One church at Kangnam, downtown in Seoul, had been focused on the 'discipleship-making.' This

ministry paradigm was famous in Korean churches and also in Asian churches. But now they have been upgraded and changed the slogan to the 'church of partners in ministry.' Because this is a more proper long-term direction of their church.

Third, the pastor grows and also laypeople grow. Of course, they have been growing. However, without the proper paradigm and ministry direction, their growth was minimal. But through the Lay Pastors Ministry, both laypeople and pastors have been growing.

Fourth, the church's health. This is directly related to the church culture. If the church is good, the church will grow. Because of a good culture accommodates everything. Lay Pastors Ministry is pursuing a health and good church-oriented. Culture is related to the commitment. Finally, team ministry. Team ministry here is not referring to pastors and pastoral staffs, but laypeople and laypeople, people to people. They have to have the team spirit, and so partners in ministry with their senior pastor and team concept among laypeople. That is not only YOU and ME, but 'WE' concept has to be there.

I have read one book, "Me to We," because of the title that attracted my attention, so I bought, read, and also translated into Korean. The content was that the dialogue between old pastor and young pastor. The young pastor has struggled about his church ministry, so old pastor, I guess experienced pastor advised him from Ephesians, to equip the saints for the work of ministry.◆

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## Melvin's double ministry

MELVIN'S LAY MINISTRY SHOULD BE VIEWED as a double ministry. One is the conceptual approach of Lay Pastors Ministry, and the other is the specific content of the lay ministry (PACE). It is considered a consensus of concept and practice. That is, LPM and PACE. As the saying goes (See It Big, Keep It Simple). The LPM of the lay ministry is a big picture, and PACE is a specific ministry and ministry description. LPM can be seen as a forest, and PACE can be seen as a tree.

Let's take a realistic approach. Melvin's lay pastors ministry LPM is a story that reports the entire church. When we say "our church is LPM (Lay Pastors Ministry)," that we are having Melvin's lay ministry. Among them, it would be right to answer PACE when asked what the specific ministry is.

However, the lay pastors ministry can succeed only when these two things coexist. LPM is related to [the concept and whole church of the lay ministry]. PACE is related to [lay pastors and care services]. In a word, the lay ministry is a macroscopic perspective, and the pastoral care is a microscopic perspective.

LPM is a brand, and it contains theological and biblical concepts, teachers, and paradigm shifts as a whole church concept. In a word, it is a concept that laymen can also ministry and have been called to do it. In a way, the second

reformation fits here. The concept is that the pastor or layperson is the same in the priest of all, the same at the ministry, and the second textbook of Melvin contains the contents of this.

PACE is an actual ministry content and is more effective if the above concepts are implemented while being established. In other words, concepts and theories should be supported. PACE is a content practiced by lay pastors. It seems simple, but it's not.

Once it has been the pastors' responsibility to take care of the church members so far, it will be the responsibility of the laity from now on, so-called ministry will be transferred. You can think of the image of handing over your baby to your aunt, which may be a little disappointing for pastors. It won't be easy to give someone the baby I raised and took care of.◆



# Monthly Columns

## Characteristics of short-term projects



I HAVE DONE LONG-TERM "MINISTRY"(15 years) and short-term "projects"(15 months). What is different from the two characteristics. As a keyword, the short-term project was "Sense of Urgency". The long-term ministry was "Long-term Leadership". I will talk here about the completion of the "Short-term Project" through my experience.

Short-term projects should literally be completed in a short time. Therefore, you should be quick to judge and not think for too long. Motivation to mobilize people should also be strongly communicated in the short term. A short-term project needs

external compelling force.

It is the role of a leader to create an internal automatic and spontaneous motivation(impelling: willingness, I wish to do). That is why all energy must be mobilized. There's no room for sidetracks. Even a small amount of energy cannot be wasted on unnecessary conflicts,

competition, and unproductive things.

It is sometimes too much to do so, we can't care about anything else, so we have no choice but to neglect our family sometimes. We can never accomplish a given task with everything.

We must be crazy about the ministry we are given. According to the book "Built to Last," written by Professor James Collins of Stanford University, successful organizations, companies, and individuals are completely crazy about a given task. It used the expression cults-like. If we look at those cults groups, we're going to think that they're crazy.

As it seems, to succeed in anything, we have to be completely all-in and crazy.

The success of short-term projects requires great concentration, high leadership, and simple management, and it must be clear when it ends if added.

When we invest energy from concentration, people think, and they want to know the time of when to finish. Our leadership, our energy is exhausted, but also the energy of the people we work with is also poured out in a short period of time.

Longer and unlimited time investment is actually too much. So from my experience, short-term projects shouldn't be to last more than two years. The best thing is between a year or/and a year and a half. It doesn't seem wise to cross the year twice. If you say short-term projects after Christmas twice, you can't give trust to the people and there is a high probability that it will end in failure.●

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## Success and Achievement



LET'S TALK ABOUT SUCCESS AND Achievement. The concept of "achievement" is more appropriate when asked how much success means to those who believe in Christ? Success is like a term in the business world, and achievement is the concept of accomplishing the work/ministry entrusted from the Lord, and to hear "well done."

Our Lord Jesus also expressed it with the word "Job Done"! We don't use the word Jesus succeeded very well. He has completed the task

entrusted to him.

Is it an easy to do completion to the given job? In fact, it's only possible to achieve it if you die! If there is still energy left, I think it has been achieved less. I think it is people's hearts that want to achieve at least one thing in their lives, and it would be desirable to leave the world after

completing a given mission, but it is regrettable that they cannot achieve one thing.

Rather than trying to succeed, I try to fulfill my mission. I think it is wise to put all your heart and soul into it. Perhaps, as Pastor Melvin pointed out, it is in line with the need to go in the right direction rather than trying to be complete. In other words, it would be better to complete a given task than to pursue success, which is considered the biggest task.

Rather than having a successful life,

I think it would be better to finish the given work completely. It's because we have almost more experience of failure than success. Few people will succeed in their entire life. It should be said that there are few. Therefore, even if it is not completely successful, wouldn't it give you a score if you achieve only one given field? Therefore, it seems that the expression of accomplishment is better than success.

To fulfill the mission given by the Lord. In both respects, "the mission of the pastor." The other one is, "The mission of a layman." The pastors can do this, but the mission of a layman is the key issue.

Personally, I argue that there should be a ministry given to laymen. Will only laymen help the pastor fulfill his mission? Furthermore, while fulfilling the mission given to laymen oneself (I want to call it a ministry), shouldn't laymen have the meaning and reward?●

## Celebrations at Melvin University



WE, MELVIN UNIVERSITY, are planning and preparing for an important event at the end of January: the B.A. (four-year) Opening Ceremony, the Award of Honorary Doctorate, and the installation of the Honorary President. It is thought to be the first leap forward since the school opened in August 2021.

The start of the B.A. Course (four-year) is currently recruiting students as it opens from the first semester in early January with the approval of the Ministry of Education. There are differences between universities in Africa and North America and Korea, and in those countries, BA courses are the starting point! Isn't it? But here in Africa it is almost settled that there were three stages: Certificate, Diploma, and BA. Even the National University of Nairobi, the first university in Kenya, is also under this way. Of course, the two courses before BA are also approved by the Ministry of Education, so it is okay. In short, Korea's universities start from the BA, but Certificate is the starting course here. The reason is that it is a poor country and cannot afford to pay high tuition for four years. So they have no choice but to enter the Certificate course, which is a bit cheap

and ends within a year. Still, they have pride in being a regular [evidence] from a regular university. If there are 100 pastors here, most of them have only a Diploma (2-and-a-half-year course). There are a lot of pastors who don't have any at all, and there are many only certificates. So going to BA for four years is as difficult as picking stars in the sky. It's a reality that can't be helped because Melvin University is also conducting the previous two courses over the past year, and this time it is the certification that is approved by the government to open B.A. It is necessary for school development, but it is true that it gives hope to the reality that only Certificate and Diploma were forced to receive. So the BA degree here is worth more than a master's degree in Korea.

The second event is an opportunity to give the Honorary Doctor of Divinity to the Chairman of the board of directors with the approval of the Ministry of Education. The honorary doctor also received recommendations from many people that it should not be over-exploited, so we intend to proceed with caution in the future. This time, it was recommended inside and outside the school that it is natural and honorable to the Chairman who built various buildings at Melvin University, paid the university approval fee to the government, and built additional buildings for B.A approval.

The third is to install the Honorary President, which was decided with the consent of the Ministry of Education. As the Honorary President, she is already well known in Korea, and she is Professor Miriam Jeong, who retired after teaching at Oxford University for more than 30 years. She is the first Korean to be a life member of the Convocation at University of Oxford. After earning a BA degree at Ewha Women University Korea, Master's from Oxford University, and a PhD at Edinburgh University. Since she has been interested in Melvin University from the beginning to start up, and has guided us in various directions and school management, we have invited her to give her more interest in this school.

The Kenya government gladly approved the above two and decided to hold a celebration at the end of January with the attendance of Education Officers.

Anyway, I would like to thank the Lord for starting simple, establishing it in a short period of time, and taking this opportunity to thank the churches, pastors, and people of my home country Korea for their participation and cooperation in various fields so far.🙏



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