



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

Inactive members of the church

This is also an unavoidable subject in the church. According to one statistic, about 40% of church members in the United States do not attend services regularly, which means they are inactive, passive. Of course, most churches in the world as well as the United States have the same problem, and churches here in Kenya have the same problem. The same is true even in our university church.



Therefore, such the church should pay more attention to those people because there is always a chance and risk of their leaving the church soon. However, most churches 'close the back door' too early when those people leave the church. When I was an associate pastor in Korea, I often found such a tendency. In other words, when they leave the church, they quickly forget and closes the back door too hastily, concluding that they have gone. We don't have to be so hasty, and I think it's always good to leave the back door open, and give them time and room to think again.

There is one ministry in the States. It was Stephen Ministry (by Dr. Kenneth Haugk) who took this problem seriously in the church of the United States and created it as a ministry of Parachurch organization. Dr. Kenneth Haugk, as a psychology expert, began to ponder, "Why do people become passive and inactive?" So I wrote the book, discovering 33 reasons for being inactive, "Reopening the Back Door". He also made a 300-page training manual with this book. While I was studying this book and training manual, I translated it into Korean and used it several times during our seminars.

The characteristic of this ministry is a very good training textbook focused on the [caring for people in crisis]. It is a kind of crisis caring ministry. The training textbook shows why people leave the church they had attended for years, with '33 reasons' written. This is a useful material for understanding those people. Some of the main reasons for

leaving are: 1) lack of good relationships with each other, 2) found the church meaningless, 3) weakened sense of belonging, and so on, and gradually prepared to leave the church as it became inactive. Then, when they left the church, the emphasis was on 'allowing those who left like that to come back.' It is said that possible only through one-on-one care, so it is

necessary to understand one-on-one. Because each person has a different (33 reasons), so that's inevitable.

What this resource contributes to is, unconditionally, once people who have become passive in church, and those who have left...rather than closing the back door hastily while leaving out, it is 'to help them understand why they became passive and why they left the church.'

Another book is "Closing the back door," which I remember was written by Pastor Myung Sung-hoon a long time ago. The 'back door should be closed' so that people who are likely to leave the church cannot leave.

I was very interested to read these two books together. One focused on those who would leave ("Close the backdoor"), and the other on those who had just left. ("Open the backdoor again"). Our Reverend Melvin's lay pastors' ministry started with caring for people inside first, but both concepts of caring for both sides of the people who have just left are emphasized.

These two things, Stephen ministry and the lay pastors' ministry, coexist in the American church. (Stephen Ministry & Lay Pastors Ministry). Most American churches adopt one of these, or some have two ministries at the same time. Of course, there are some ministries developed by local churches (e.g., Caring Church, TLC, so on), but when speaking of the overall American church, they can be represented in these two ways. Anyway, I think it is a continuous task of the church to the inactive members.◆

The beginning is great, but the end is weak?



When we look at the Bible, and usually when we start a business, and when we start something, we like to use the phrase "Your beginning is weak, but it will be great later."

This makes sense. This is because it is a general

rule that if you start small at first and work hard, you become big.

However, when looking at church history, almost all of them have the opposite phenomenon. At first, it is a big start, a big welcome, and a big fuss. However, some end in a few weeks, and some end in a few months and then end up empty.

What is the reason? The root cause of this is a problem with the leader. There are two things that a leader has a problem with his or her confidence and responsibility for the ministry. When you do not have a clear direction and sufficient understanding of the ministry, you lack confidence and stop missing out on important things. Responsibility refers to a sense of duty to do and achieve. This is also related to the vision, but what others do can be a mission, but not a vision. The ministry that imitates others does not last long.

No more than a leader in any ministry or organization. If a leader weakens, the organization weakens, and if the leader loses his vision, the ministry immediately weakens or dies.

Usually, when you look at a successful church or ministry, you can see the excellence of a leader, which emphasizes 'persistence'. I have heard it say that 'the cause of failure is not lack of ability, but lack of persistence and endurance'.

Rather than making a fuss about the beginning, it is better to start with a normal one and grow slowly. This is because if you invest too much energy in the beginning, you will get tired quickly. It is the leader's decision. Whether you fail soon by making the beginning stand out, or you start off carefully and gradually mature! You need the wisdom of a leader.

How can I do the ministry for a long time! How can I do it for a long time! From experience, I think the following are the contents. This is based on the research institute.

First of all, the data must continue to be provided. Continued provision here means that it must continue to be developed. You cannot use only the basic data, only the original data, and use it for decades. Even if it is based on it, it should be developed deeper and wider, and an approach should be attempted from a new perspective.

Second, the vision needs to be continuously upgraded. There is no vision that goes on forever. It needs to be upgraded from time to time. The important direction remains unchanged, but it needs to be upgraded over time. It makes no sense if you have 100% copies of yesterday's vision as it is today, and today and tomorrow are different. People always want something new and changed. It is not for change, but it is for change because it is for new.

Third, it is the leader's self-development. Leaders who are not developed tend to fall behind. Members (followers) feel the development of leadership with their skin. As you get closer, you become more sensitive to what you feel. Isn't there a saying that you can't surpass the ability of a top person? In the long run, you should always keep self-development in mind. It should be added that this includes the development of members.

Fourth, the direction must be constant. Of course, it is related to the leader, but it is necessary to maintain the overall direction rather than the individual.◆

Importance of the ministry to be prepared

Ephesus 4 can be analyzed like this.

1) Appointment—4:11. "He gave it to him as an apostle, as a prophet, as an evangelist, as a minister and a teacher." God established leaders in the church. They did not nominate themselves. They serve God's people while guiding them. The church is under their care, but the church belongs to God, not to the leaders.

2) Mission—4:12. "This is to make the saints whole, to do the work of service, and to build the body of Christ."

The fundamental purpose of leaders is to prepare the people of God for service. All Bible verses that explain the qualities of church leaders are included in this very verse Ep 4:12. Ep 4:12 is a mission statement for church leaders. We should always ask the question, "Do our programs and activities make the Bible whole?"

3) Purpose—Ep 4:13. "We are all united in knowing and believing in the Son of God, forming a complete man, and leading to the full volume of Christ." The end goal is

maturity, not activity for activity. Our goal is not about individual growth, but group growth.

4) Goal—Ep 4:16. "From him, the whole body contacts and merges through each bar with help, and makes history according to the amount of each rod, grows its body, and sets itself up in love."

Many people are making the mistake of defining what they have as an activity rather than an outcome. To have is more than just an apostolic painting, a prophecy, an evangelism, a sheep, or a teaching. We misunderstand that to have is to make a lot of programs unconditionally. To have is not a program. It is to return to the biblical principles established for church leaders.



(Pictures of the Lay Pastors Ministry)



The depth of one's ministry



I often think that it should be ingrained in my ministry. This reminds me of learning to ride a bicycle.

When I ride my bike for the first time, I keep falling. I keep making mistakes. I'm scared. That's why I try not

to fall.

After that, he doesn't fall. He finds it amazing that he doesn't fall and goes well. He also has fun. He forgets the pain he felt when he fell in the past.

The next step is that it becomes a part of itself. So I feel like it's automatically going. But you're actually not going automatically, you're stepping on the pedal. You just don't feel it. I don't feel any discomfort at all when I feel like I'm part of my body because I'm fully mastered.

There seems to be a step like this in the progress of the ministry. For instance, having a vision at first is challenging. After that, the vision progresses even with a little effort.

However, as I continue, the vision becomes a part of my life and joins me, which is not unnatural.

It is a natural phenomenon to go through these 1-2-3 steps. But the problem is that there are two things. 1-2 is good,

but it does not achieve stage 3, which is maturity. Another problem is that after three steps, you do not know what to do next after achieving it. This is where the term "creativity" and the concept seems to be needed. You have to be creative. Until now, I have benefited from copying and using others' things, but now my color begins.

The progress of LPM feels that there are two slogans of 'deep and wide'. Deep refers to quality, and broad refers to quantity.

Our ministry needs both of these. When I first met LPM and had a vision, I believe these two were given by God. This is something that has always been a challenge for me as I go through my ministry. 'I need to get deeper in quality,' and 'I need to get wider in quantity.' Qualitative (depth) refers to fruit, which means the growth and maturity of churches and research institutes in service. Quantitative (wide) is the discovery of a new church or expanding the scope in various ways.

As it's been almost 10 years now, I know what these two mean and how to solve them. I'm determined once again that I should continue to work more and more on these two things.◆

Merline Wilson's volunteer work

Merline Wilson is the chief executive of volunteer training in the United States. He has devoted his life to the field.

She approaches all the laity in the church by seeing them as volunteers. They are volunteers because they work without pay. The pastor is from the perspective of seeing him as a vocational minister. How to encourage these volunteers is her biggest interest, but that's how she sees it in the category of church.

However, in his second book, Pastor Melvin, who started LPM, sees all laypeople as ministry workers and presents the difference between volunteers and ministry workers: volunteer & minister.

If you look at his book (a church-moving layman, no more than 258 pages):

Volunteers provide themselves for service, but ministry workers respond to God's call for service.

Volunteers serve according to their convenience and choice,

but the ministry is obedient to God, not their own choice.

The volunteer is the master of his life and time, but the minister recognizes that God is the master of his life and time.



In the end, a volunteer decides everything as a subject, but the main difference is that the ministry follows everything according to his decision because God is the master.

Of course, both have similarities and similarities in training and approaches, but there are big differences in fundamental concepts.

Furthermore, while volunteers are temporary or limited, the ministry is called for life, and there is also a difference in dedication without covering up water lights.◆

(Pictures of the Lay Pastors Ministry).



That we are quitting



I've noticed that when I see people quit, in some cases early, or midterm, and in some cases almost last. I am more interested in quitting at the last stage. Thomas Edison, for example, failed 9,999 times to complete the light bulb that we are currently using, but he didn't quit at the last stage. We would probably quit in the middle, that is to say, 5,000 failures.

For example, there was a man who was looking for a gold mine, and he was so tired from digging deep and eventually quit. Later, however, other people dug there more, and the previous person quit with three feet left. If he had endured a little longer, he could have achieved his dream and become rich. In the end, because of the three feet, he abandoned that big dream, that life-long dream of becoming rich. There is a reply to this example, saying, "A great achievement or success is

a reminder that we are closer than we believe."

If we look at books about success, [how] did past books succeed? Current books seem to focus more on [why] haven't they given up while dealing

with a lot of things. These are books about what keeps them going. What is the courage that keeps you going? Does it have to do with courage? And so on. Of course, they set back and worry a lot. Nevertheless, only those who continue to overcome such fears and so on will be future leaders.

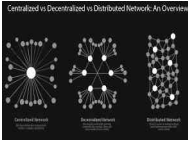
We don't have to wait until everything is perfect. Completeness is not to be solved forever. Rather than expecting it to be a complete condition, a complete situation, something will always be challenging and have to get through the obstacles. So what are you going to do? Starting now, every minute of the process, we're going to be stronger and more skilled in the field and more and more successful as we become more and more confident in ourselves.

Successful people take

opportunities from failure, that is, obstacles as opportunities, and they look for opportunities from them. Every failure is that there are hidden seeds of greater benefit, and seeds of at least equal benefit seeds. I often recall the book [the meaning of pain] written by Pastor Ok Han-heum, and it was understood that pain was not useless.

Additionally, can't you help others achieve their dreams? I've been thinking about it for the past week. In other words, the reality seems to be that it is rare for people to accept and share the passion and vision of others. As everyone is so busy, and they try to pay more attention and focus on achieving and achieving their own, they seem to have no time to accept other people's. Those who listen to, accept, and enjoy such things will be great encouragement and mentors that will never be forgotten. I personally think this is the highest level of leadership. In other words, the height of leadership is to help achieve it by investing time and energy for someone else's, not mine.●

Flesh Mob



Centralized and Decentralized

Many people in today's church, especially people in the lay ministry, are saying "decentralized," NOT centralized in the ministry. Yes, definitely in the PACE ministry, it should be decentralized of ownership. Also, Dr. Melvin stressed it in his two books.

But in the other side, there are many things which are centralized, and many characters in the Bible have that. Of course, many churches including Koreans have changed a lot in last two decades. Mostly are decentralized in the system internally, but there should be centralized in some parts, some areas.

Let's back to our ministry, LPM. There are two styles in existence: For instance Headquarter of LPMI USA is in New Jersey, and it is a kind of control tower, e.g., managing the ministry all over the world. Main idea is centralized from there. Not only there, but in LPM Korea is same as well. Headquarter, e.g., my role as a national leader is very important. Actually, 3-4 people including me are having main idea, leading group, main resources-developers, kind of R/D is from the HQ.

So the best way to do these are that Managing-centralized, but Ministry itself is decentralized.



Functions of top leader

I found for a couple of qualifications to be a top leader.

First, top leader should be brave to go forward even in the worst times, because in those difficulties people are afraid to go forward and also hesitate to jump into the rolling waves, then the top leader has to jump into the danger pool first, then people around see what happen to the leader. He is still alive and to keeping going. People surprise then and accept the leader is real leader of their present and also their future.

Second is the sacrifice of themselves. Once people see the sacrifices of their leader, they move their hearts, because their leader takes every worst things bosom in their hearts, their personal acceptance, so people know more understandable what the leaders are.

Third, leader gets attention of people to the final destination. That's an important function of a top leader. That needs very skillful leadership, and demeaning more concentration than any others in the group. Always, should be focused on the where they are headed and when/where to land. People want to know constantly where they are going and when to land there.

Last, top leader should be crazy to accomplish its given mission. No question about it. Everyone out there should sayings their leader is crazed to do that job completion. Actually, he should be crazy to do that job done, then the job done is possible. I mean, top leader has to use all of his energy and all resources around, then the mission possible.



Experience of failure in the early life



There are two categories of leadership books. One is how successful people [in business] succeeded in the business world! The other is books about self-help, written by people who have overcome difficulties and failures in their early personal lives. As we know, the former are successful people in the successful business world, and they are such as 100 people and 50 people in the FORTUNE magazine. For example, Steve Jobs, Bill Gate, etc.

I found that the former are books about how to lead the entire organization, business, and the latter are about the growth of individual leaders. But I found one peculiar thing in latter books of leadership. It is that people who failed in their childhood or youth

wrote books. Not everyone has, but most have had failed experiences. There have been various kinds of failures. There used to be people who had experienced homelessness, and people who had experienced rough work by the pier. In the meantime, some people would visit the library during their breaks and read a biography of the world's famous people there. And they were inspired by them, how they succeeded. In the meantime, they not only succeeded, but also wrote many books about 'self-development'. So I enjoy reading such books. Because books about self-improvement really help ourselves. I think we grow ourselves through these books. It is important to grow on your own. I'm not talking about making a lot of money here, getting richer in the world.

In other words, failure became a medicine in their youth. There is no need to invite fails, but I think the more important thing is how to act and cope with such a thing when it comes. The former books - successful people in business - teach us the knowledge and skills of success, but the latter books impress us. The former shows how to make money, while the latter shows how to live wisely. So I think we can once again revive ourselves through these books called self-improvement.

Do we need to put the name to those who failed in their youth as failures? There is a saying that "sprout leaves are recognized from an early age," but I think there are many cases. There are cases where they are born as a genius and become normal, and they are born as normal, but they do big things later, or their head opens up later.

These days, I see many young people who making many failures. But, rather, they need encouragement! They've already had enough painful experiences, and they were trying again and again. I don't think we need to hurt them again as older people like me. They also think enough, and will find solutions. As we know, it's just a lack of experience in their life, so I think they'll be solved over time.●

