



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

Why should the ministry continued!

People do certain ministries and do not last long. Of course, Pastor Robertschler once said that there is no permanent ministry. However, they quit too early. Some churches last three or five years, but there are many that do not, and some churches drop out early, such as one that ends in two weeks or one that ends in a month.



If you get off early, you don't have theological foundation for this ministry (a senior pastor), and if you quit in the middle, you have lack of endurance. Here, there were several findings of a lack of endurance: 1) how to use/apply data; 2) lack of caring skills of ministers; and 3) lack of leadership of pastors. These several were found to be factors of dropping out. I think the institute needs to continue to encourage and support it to go beyond this.

But here, I'm going to tell you why you have to keep going nonetheless. First of all, there is a cycle in which you overcome difficulties and come back to your place: (1) the warm-up; (2) the high; (3) the high; (4) the low-down. I've heard that there is a process like this. After the low-down period, there will always

be another high-up period. -- If you have a little bit of warm-up period (re-education, attending conferences, etc.). You need to understand and be patient with these cycles.

Second, you learn through difficulties. Quitting difficulties is a failure in everything. You must not quit. Through

difficulties, problem-solving skills are developed, and the intimacy of the ministry and pastor is strengthened... In other words, there is a lot to learn through difficulties.

Third, it is necessary to instill in the saints the spirit that if you do one thing, you will continue. After frequently changing a ministry or failing a few times, the saints become afraid of the new ministry and the new vision. This should not happen. The pastor must ensure that good ministry will be successful if you continue to do it in any ministry.

Of course, as was previously stated, it is true that the research institute plays a significant role in this process. The research institute is on fire, so you have to take responsibility. Therefore, it is necessary to help prevent various data, ideas, and failures in advance.◆

(Pictures of the Lay Pastors Ministry)



U.S. Conference



The U.S. Conference has already been over 25 years. At first, it is held every year, but after the 10th event, it is held every other year. Last year (2006) it was held in Texas, and next year

it will be held in Lexington, Kentucky. It is held for three days, the last Friday/Saturday/Sunday in April. Of course, in Korea, they will attend every time and go again next year. At first, it was an American competition, but since a few years ago, other countries have also attended it and named it an international competition. In addition, it can be said that it is held in the style of domestic, national, and regional competitions (International, Regional Conference).

International competitions are held under four themes: Starting-Managing-Performance-Growing your Ministry. There have always been about 40 workshops with these four areas.

1) Starting your country deals with how to start LPM, spiritual death, does your church need a board

member? and so on

2) Managing your management deals with the responsibility of the team leader, the progress, value verification, continuous training, etc.

3) Performing your democracy includes dealing with difficult issues, listening, continuous energy, hurt or healing words, ability to pray, making changes, listening to God, caring for the dead, caring for the single, etc.

4) Growing Your Ministries include how to overcome fear, how to deal with the struggling, the position of the lay pastor, the syndrome of walking on the water, how to overcome the financial crisis, excessive care, and overall harmony.

In addition, this atmosphere began at the end of June 2000 in Korea with the first [Pyeongsin pastor's conference] at Hallelujah Church and has been going on until 2006 (June). However, as the Pyeongmok Graduate School opened in September 2006, it was in a lull. However, I am thinking of holding the competition again in spring 2009. Next year (2008) is too much work for the school itself to do, making it difficult to hold the competition. The competition is essential for revitalizing and maximizing the ministry of the opening ceremony.◆

Reasons for the Pastors' Resistance to lay ministers

First, pastors may have a bad experience with lay people. Let's take an example like this. The ministry workers were late for the meeting. They didn't do as requested. They didn't follow the rules. Rather than talking about church work, the meeting people continued to complain about the ministry workers.

Second, pastors are afraid of losing their positions. A previous administrative assistant has been asked to cooperate in this mission, but if it is successful, a strange atmosphere arises. In some cases, there may even be a joke that the layperson is so good that a leader is not needed.

Third, leaders are afraid that the ministry officials will see them in a bad light. This would be like a retired elementary school principal asking a child preacher to help with the child ministry.

Fourth, leaders are afraid that the ministers will become too independent and will not rely on them.

This is true, as are some ministry workers. Leaders should be aware of what the ministry workers are doing.

Fifth, a leader wants to recruit his or her own ministry workers. This happens in most churches. It is usually left to the deputy trade in charge. This system works well.

Sixth, leaders do not want to harass ministry workers with supervision or take responsibility for completing their duties. However, the above two things are actually necessary for ministry workers.

Seventh, using ministry workers has a lot of work compared to the results. That's why I wonder if it is necessary to use ministry workers. Why do people refuse to actively participate? ◆



(Pictures of the Lay Pastors Ministry)



Reasons of resistance for lay people



Why do believers prefer churches that don't force them to participate? There are many reasons and obstacles, so let's summarize some of them. This is also their thoughts/response.

1. "I don't think I have much to do." They seem to feel their limitations in the ministry given.
2. "I submitted my application, but no one contacts me." Usually, churches collect a lot of information about the saints and do nothing.
3. "I was so disappointed last time that I don't want to do it again." Usually, people who do not work in the current church-even though they are capable-have this experience in the past.

4. "I hate this ministry." There are many reasons, such as the time this role requires is not right, or the lack of energy. Conflicts arise and fail when it is not what you really want to do.

5. "No one cares about me, or about my ideas." Every leader needs to accept the ideas of the saints. Sometimes we try to align ourselves with our goals, but we care less about leaving the right people to the right things.

6. "I don't have time." This is less a question of whether it is important enough to commit than of time.

7. "I feel strange talking about myself." It is difficult for believers to express what they can and can't do. They are afraid that they may make a mistake in what they say.◆

The meaning of a Commissioning Service



The significance and importance of the Commissioning Service are great. Jesus sent his disciples, and the Jerusalem Church also ordained and sent missionaries.

There are two bad examples of Commissioning Service. One is that I have to have a seminar in Seoul at the beginning of my ministry and have a Commissioning Service, but the senior told me to give it personally 1:1 in the his office because other people felt alienated. Then, the PACE ministers/laypeople received it, but they were embarrassed without knowing how to do the ministry (PACE). The reason is that their position... and role are not known to the church members or the flock family who are the subjects of the ministry. What I tried to do wisely became rather counterproductive.

Another example was a seminar in a local area, and senior pastor said he would pray for it and have a ... Commissioning Service. When I called him a month later, he said he was still praying. Eventually, even after a few months and a year, the Commissioning Service was not possible, and only the fire was lit and gradually disappeared.

It's very important. It's as if during a break in the classroom, students have a very important moment to sit quietly and get ready to study when the starting bell rings.

For example, after graduating from seminary, passing the preacher's examination, working hard, while waiting for the ordination ceremony. Let's consider that the ordination event was postponed for a year due to the circumstances of the denomination or something else. The disappointment would be great. The same is true. The Commissioning Service puts the same weight as the ordination ceremony. It announces the beginning of the ministry and gives it authority.

Additionally, the Commissioning Service is not only the beginning of their commitment, but also the time to announce and confirm the beginning of their service in front of the so-called witness in front of the whole congregation. The same is true of the Commissioning Service, just as guests come to celebrate and become witnesses at a wedding.

The Commissioning Service must be done: 1) It is a sign of the beginning of the ministry. 2) It is an opportunity to reaffirm and pledge commitment. 3) This is because it gives an opportunity to be recognized by the whole church.◆

(Pictures of the Lay Pastors Ministry).



The Poet Tagore India



And apologize to the people you did wrong.

Do not kneel down and go to the temple to pray.
First bend down to raise the person below me.
And give strength to young people, but don't ignore them.

I recently saw a poem by an Indian Tagore poet. I don't know the title, but it seems like a title because the phrase "Don't go to the temple" is repeated a few times. Anyway, here's the poetry.

Do not go to put flowers on the altar of God.
First fill your own house with the scent of love and kindness.

Do not go to light candles on God's altar.
First remove the sin, the conceit, from your own mind.

Do not go to the temple to bow your head to pray.
First learn to be humble in front of your colleagues.

Do not go to the temple to be forgiven for your sins.
First forgive those who hurt you.

Looking at the first poetry, it is said that there are seven to eight types of families these days. For example, a house with parents and children; a single-parent family; a parentless family, and even a multi-cultural family. There are many kinds of family. But the most important thing is that what kind of atmosphere the family lives in it.

The second and third lines are to remove pride before going to church, but pride seems to be really easy to overlook. I think it's a very easy moment to fall down

when something's going well. This is also considered to have something to do with pride. Then how can we are not conceited when things are going well? I think it is necessary to confess from time to time that "everything is the Grace of our Lord." Also, it is a relationship with a colleague, and I think this is also a task to pay attention to. Friends and colleagues are close, but it can always cause problems in relationships, and one of them is to be proud. Let's admit there are always better people than me.

Then, we need to bend down to raise people who are below me, who are lacking something. Serving but not hurting. Some people are good to help others, but there are often people who want to own them. As there is saying goes, "Possessive love," if you love and care for your colleagues or juniors, it should not to be own them yours, neither you to tie them like a slave, isn't it rather no?●

(Pictures of the Lay Pastors Ministry)



Flesh Mob



Countdown

Usually, the countdown is in the order of 1, 2, 3, and 4. However, especially in the case of NASA, it is sometimes 10, 9, 8, and 7. This also means that it is a pendulum countdown. When comparing these two cases to the ministry, it feels like there is a difference.

In the first case, it means starting now! Counting to the end, and the second one means starting from the end and coming to the present.

In my case, I am using both 'from now to the end' and 'from the end to the present'. I think both have advantages and characteristics. The progress of leadership and ministry can be different depending on which one you focus more on. However, I think the second one has more advantages. In the end, it means that it will come from the future to the present. Perhaps it means that it goes backward. The advantage is that it makes us think a lot about the future, as it is said that even during conversation, 70% of the future and 30% of the present. Then, this will change our leadership. And then the sense of goal becomes clear. The direction to go becomes clear.

After all, neither direction can be ignored. Returning requires change and a strong team work. I think the best way is to allow both directions to be used freely.



Action to Action

I went to Thailand for a week last week. Seven people went with the pastors and others. About 60 people, including Thai missionaries and local pastors, gathered to seminar and rest.

While talking with Korean missionaries, we talked a lot about the vision, and I emphasized "Action to Action." ATA is actually a story that comes from these days' inter-Korean talks or six-party talks. The involved countries are now saying to take action. It is to take action against each other. If you take action, I'll get drunk, and if I take action, you'll get drunk.

In fact, when we do church ministry, there are many cases where we usually end up talking only about the vision. It must be connected to Action to Action to become a reality. I think it takes considerable effort and skill to put the vision into action. This is an area to be studied further.

Anyway, I think it's the ATA era. Gone are the days when people keep talking about vision. Talking about vision for years is a waste of time and lack of wisdom!



Two Types of Leaders



Some leaders, when they're doing well, are their own, When it doesn't go well, you blame others. On the other hand, other leaders say that when things go well, members contribute, When it doesn't work, they blame themselves.

Looking at these two characteristics, a great leader has Will & Humility at the same time (Jim Collins). Here, when the Will is set, it means continuing without bending and yet Humbling at the same time, which includes acknowledging when others do well.

Some people get jealous when others are doing well. Why is that?

Especially for those who have a personality that doesn't like to lose to others. It is true that everyone tends to be like this. However, when this comes out in prominence, it gives the impression that it is too much. You should not go this far.

Also, everyone has a position and function that is given to them. It might be a bit childish, but not everyone can be a university president. This sometimes causes disputes, and I think it is because there is only one seat and many people are interested. There is no problem at all even if you are a lifelong professor. I also had the desire to become a professor, but this is what happened because I pushed forward with the vision of establishing a university. You may accept that they are doing better than me as living differently rather than being jealous.

Another thing is that people who continue to do something can become stubborn and obsessive as they continue to do it. As a result, sometimes it is easy to hurt. Without this, the work cannot be completed. This cannot be blamed for any reason. It can be said that all people who have done great things belong to this category.

And in any ministry, skill alone is not enough to be long-term. It is better to have skills than not. But that is not all, and it is only a part of it. The more people who have educated, the easier it is to fall into this temptation. Continuous concessions and negotiations must be made while overcoming this. You must also kill your temper. In this context, Jesus also confessed, "Do not as I wish, but as my father wishes."

We somehow become leaders. As long as we are leaders, whether we are willing or not, we must bear our share. ●

