



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

Ministry Team

The ministry of the 21st century says that "team ministry" is very important. Here, the team does not mean the pastor and the layman, but that the layman should work in a team for any given ministry.

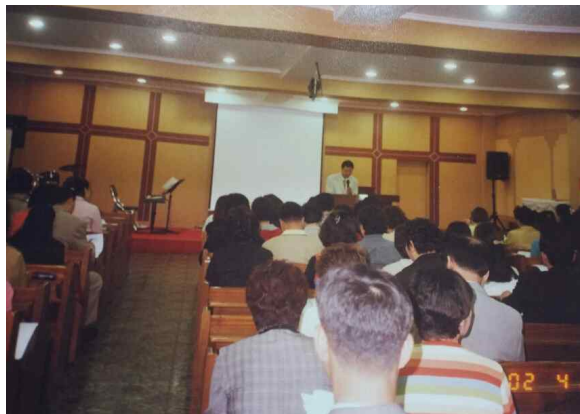
If you look at the team's etymology, the original meaning is "two or three animals pulling heavy loads." In other words, you can think of two bulls when they go to the field, two horses when they pull a wagon, or a few people carrying heavy objects.

In Greek, it is called $\sigma \nu \nu$ (read as sun/sun), which means with. Laughing together, crying together, even if it's hard, together if it's good. Paul used these terms a lot! Working together, contemplating together, and becoming friends together.

So why does the term "team" come to be and emphasized! These days, books rarely mention the need for ministry teams, or team ministry.

Greg Ogden, a former professor at Fuller Theological Seminary, once lectured while comparing the "Committee" and the "commitment & mission team" during his doctoral course. In other words, the committee should be turned into a team. The concept of "Committee" is often unsatisfactory. The committee has a strong meaning of supervision, not 1) focusing on maintenance, 2) working hand-in-hand, and 3) focusing only on work rather than on relationships with each other (so conflict arises), 4) unclear roles (not sure what to do), and 5) lack of "heart" on ministry (the chairman will do it!!). The American church seems to have realized this for some time, but Korea does not seem to feel the seriousness and necessity yet.

Anyway, his theory is that the committee should be turned into a team. Then the problems listed above can be solved. However, when you put various data together, the team has two distinct characteristics: 1) First, responsibility for each other (between team members). In other words, they take care of each other, encourage each other, and



furthermore, they are responsible for each other's growth. 2) Second, responsibility for the achievement of a shared vision/ mission. That's why some people call it 'double denial'.

For example, if we get along well with each other, but we don't have a responsibility for the ministry, and we have a strong responsibility for the ministry, but we lack responsibility and relationships with each other, this is also a problem.

However, changing the name from a committee to a team does not mean that it is necessary. Thoughts, attitudes, and actions should also be changed to a team consciousness. If they only say "We are a team" in words and do not have responsibility (love and growth) for each other, it will be nothing but sugarcoat.

But a team is a group with a vision. The team here refers to the 'team for the mission'. (Although there will be many teams). It is a shared vision given something. However, there is something that must be attached to a vision, which is called courage. In other words, the vision and the courage must be together. These two are the same vitamin C we have to take every day. Just as a runner runs on two feet... One foot is a vision and the other is a courage. When you run on one foot, it does not last long, and you are clumsy. One foot presents "direction" as a vision, and the other foot "emphasizes" with courage.

It is said that there are two team leaders in the era of the first church (Roberts Slocombe, in *Maximizing the laity Church*): E-leaders and e-leaders. The first one is singular in capital letters, and the second one is plural in lowercase. In today's language, it means that there is only one pastor in charge, but there are several possessions. This is in the same vein as "the lack of development of laity leadership is why the church is powerless," as pointed out by Cal George (American Institute for Church Growth).◆

Ministry and spiritual growth



The church is typically interested in attendance. Of course, a small church has no choice but to put everything on the line.

However, it seems that attendance is usually interested, but less interested in the growth and spiritual growth of the depth of faith.

However, the solution to this is, in a word, that you have to join the ministry. That's why a ministry program is necessary. A person named Eric Swenson wrote in the [Leadership] Journal, about the relationship between serving others (nursing, ministry, and mining) and spiritual growth. The survey was conducted and the results were announced, and how much serving others (nursing) affects spiritual growth. However, 92% answered 'positive'. Compared to studying the Bible and praying, 63% say it is equivalent to spiritual growth.

Then how can we get the church members to join this ministry:

1) We must be persuaded on biblical grounds. We are all ministers. Ep 4:11-12 is useful here.

2) The entire atmosphere of the church should be made into an atmosphere and culture that has a good feeling for the ministry. Of course, there is an obstacle to this process. The reason why they have traditional ideas is that the concept of a layman as a ministry does not come in well.

3) Then you can create a vision for where you want to be. In other words, 1) What is a church? 2) Where will you start? 3) Where do you want to go.

Our LPM is a good ministry system that clearly solves this problem. We are a ministry that started in Biblical Ep 4:11-12. The concept of a missionary through the PACE mission permeates throughout the church. And the vision gradually expands. When you do this mission, you will find that the infrastructure composition, church culture, individual lifestyle, and engine role in the mission are set in direction and goal.

Evangelism strategy

It is said that the following five strategies must be balanced and combined to achieve effective conduction.

First, we must be present in our community. The Salvation Army is good at this, but it is with us in times of crisis. They make sure that the hand of the Lord reaches out in the community. They practice the following words: "When I give, I give you food, I make you drink when I am thirsty, I welcome you when I am a traveler, I dress you when I take it off, I look back when I am sick, and I come to see you when I am locked in jail." (Matthew 25: 35-36). Like the Salvation Army, the local church must be in the community. The question of community, "Who will help us?" should be answered by the church.

The second is to declare the gospel (proclaim). The main goal of the College Student Mission (CCC) is to declare Christ. Dr. Billbright continues to emphasize, "Let's achieve our mission in this generation." Like the CCC, we must have an effective way to deliver the gospel to lost souls.

Third, Billy Graham has a different style, so-called persuasion. Throughout his life, he devoted himself to

sharing the news of salvation to millions of people. His ministry was similar to Paul's. The dog church must have a style like Billy Graham, that is, a way to welcome Christ.



Fourth, we must grow in Christian life (progress). Navigation emphasizes the need for discipleization. It is welcomed within minutes, but it can take weeks to mature. Navigation is aimed at personal growth and maturity. It is a system that receives Christ, becomes disciple, and continues to train. Church leaders are responsible for their continued growth. This aspect is also included in the role of our LPM.

Fifth, a new leader must be produced (produce). All of the above are important factors for church growth. And the fifth is essential to balance the evangelism strategy. It can be called "production evangelism." This is to train the saints to become witnesses for Christ. We have to think about how to reproduce, that is, a trainee can become a trainee.◆

(Pictures of the Lay Pastors Ministry).



The stage of burnouts



Burnout is the result of unrealistic expectations for oneself. If these unrealistic expectations are linked to the person's personal values, they can destroy the person. Unfortunately,

most expectations are oblivious.

Step one: indulge in a certain ministry.

The actual amount of work may not be as much a factor as the attitude and belief that leads the person. For example, a good pastor is usually 1) someone who doesn't need anything; 2) someone who is always busy but always has time; 3) someone who can always give everyone everything, etc.

Step two: exhaustion and questions arise.

For example, if one person is tired, the other person is more tired. Another thing is, what am I doing in my life? Can't make any difference? Is this effort really worth it?

Step 3: Falling back and feeling discouraged

Burnout is actually a recession, where you're moving away from others and expressing discouragement in yourself, others, and the ministry. People at this stage are invisible.

Step four; become cynical.

It lowers self-evaluation. It becomes hostile to friends, co-workers, and everyone around you, and controversial with sin.◆

Misunderstanding of evaluation (mythology)

Planning and evaluation are closely related. Evaluation is whether we did what we said we would do! However, there are some misconceptions about evaluation.

Myth 1: We are not perfect. So evaluation can hurt us by revealing our faults.

Fact: Assessment is doing both "well done" and "chances for improvement."

Myth 2: Evaluation is boring because it's purely statistical.

Fact: Evaluation is a feeling, dream, wish, vision, proposal, etc. of what happened or should happen. This is more insightful and constructive than the

statistics produced.

Myth 3: Evaluation is something done by experts.

Fact: Churches are hard to hire professional consultants. Therefore, everyone involved in a program or project should be involved in the evaluation process.

Myth 4: Evaluation is a report that ends in itself and closes a project.

Fact: Assessment should help you decide what to add, subtract, change, and retain.◆



(Pictures of the Lay Pastors Ministry)



Four different leadership styles



It is said that four different leadership styles must be combined to become a good team. They have different tastes. Of course, in the big frame, it can be divided into two types: a visionary leader and an administrative leader. Let's look at four types:

1) The Directing Leader
Former U.S. President Ronald Reagan is known for his style. He is powerful in practicing the vision that needs to be achieved, but does not give much attention to details along the way. They are great at motivating and

encouraging people to look to the future. These people make excellent decisions. And they make the most of their intuition. The weakness is that they are less interested in the content of the course. Group leaders may belong to our LPM.

2) The Strategic Leader
These people don't come to the fore well, but they are the type to organize and develop plans. They analyze reality and situations well. They lean toward vision rather than relationships with people. Their weakness is that they take too much time to make decisions. In plain wood, the pastor will belong to this.

3) The Team Building Leader
A team building leader loves people, while a directional leader feeds on dreams, a strategic leader approaches understanding and planning intelligently. They make a wide range of relationships, confirming that they are heard, understood, and loved.

Among the many types, these people are the best types to gather people around their vision. They love people, but they hate administrative tasks, such as writing things down and organizing them down. This is the general secretary in plain wood.

4) Progressive Leader
These people keep the ministry going. They focus on the movement of the ministry, acting as leaders rather than managers. Managers are interested in maintaining and improving, but leaders focus on new opportunities and problem solving. These people prepare and introduce the parts necessary for the vision to be achieved. This is where the clerk will belong in our mission.

In the end, it means that any ministry needs several people. No matter what team it is, there is no one to throw away. The old saying that two people are better than one is true.●

Three books



I've seen a lot of materials while working in Institutes and schools for the past 25 years, but among them, three books helped me directly. One is Good to Great by Jim Collins, the second is The Path of Last Resistance by Robert Fritz, and the third is Managing Transition by William Bridge. The book, "Good to Great" gave me the insight [to keep going, no matter how difficult reality is]. If you look at the reality, it's impossible, but it's telling you to keep going. If it's too bad, you should keep going even if you take a break. Then, it is saying, "One's utmost moves heaven." Just do it. However, the ordinary truth is that if we are not doing, nothing will happen. Because I used this insight for

sure, it was achievable. I once asked an elder I know. He was working No. 2 in Asia's most trusted company. And I asked him once because he was a faithful elder, and he knew my ministry well, and we knew each other well: "Am I doing well, Sir?" His answer was surprisingly simple. "You can do it if you work hard." It sounded like the truth to say that you have to work hard, and when I saw that the person who teaches and guides others in leadership and everything said so, I thought that the truth had no choice but to continue.

"The path of least resistance" instilled in me a new insight: "Choice is important to complete the mission, and make sure to start from the end." I followed this insight as it was, resulting in satisfactory results. The word to start from the end was to always stick to the final goal and destination rather than the #1-3-4 order learned at school, and don't forget to think about everything and achieve the goal by freely driving between #1 and 10, but it was a rather difficult term to start from the end. I've read several books since then, and there were many places that talked about that concept.

"Managing Transition" has implanted me with insight [as to what process change takes]. I was very helpful when I used this insight to drive change. I really didn't know how to push and proceed with change. Perhaps even now, the pastors do not seem to know this. So I often see they are giving up in a few weeks, even though they try. The reason is simple. They emphasized and shouted for change, but it didn't change. They still seem to have the idea that changes in love are visible in a short time.

As you can see, there are some books that are obviously helpful and suitable at a time when we really need a turning point in our life. Of course, these books are not given one day at a time, but when I read several books, I found them like pearls. These books would have helped not only me, but also many people. The right book at the right time, giving insight at a time when something big needs to be transformed, is really appreciated. I also think meeting such mentors is a blessing in the middle of the year. These things are really necessary when we need to change a large stream of water.●

Flesh Mob



Coin tossing

Sometimes in movies and in real games, we see coin tossing and deciding based on the result. In Korean, it is judged by the front or the back, but in English, the front is called heads and the back is called tails. In other words, it is described as head and tail. Head or tail! There is also a theory that the front of the coin is defined as success and the back is defined as failure. One of the two.

Can we define our lives as a simple conclusion of success and failure? Isn't it too harsh to conclude that a small toss of a coin is a "once" success or failure? We know life is not such a one-off, sprint. Nevertheless, like a one-time successful person, they get boisterously complacent and arrogant.



When you're taking a risk

How does God history! I want to think about two good English words by giving them a precious message. The first one is the Bible verse that Pastor Melvin likes to say. The other one seems to have been found in the book I read.

First, God is prospering what you do!
Sec;ond, God is blessing what you risk in faith!

The meaning of the first one is that God enriches us when we "do" something. This is what Pastor Melvin has been reminding me about since about 10 years ago, when we were in the early days of our ministry. This was a great strength and encouragement for my ministry. In other words, God uses people to make history, and he 'prosperity' what he does. If you don't, there will be no prosperity.

Nike's slogan "just do it" is what I think it is.

m Second, it's taken a step further and now you're taking risks. It's about taking risks, going one step further from carrying out a comfortable, routine practice. There is 'blessing' at that time. Changing from 'enriching' to 'blessing' is a matter of taking risks for the sake of the Lord and for the ministry entrusted. Taking risks is creative, challenging, futuristic, and in fact, taking enormous chances. It's about throwing my body at something no one's ever done, something you're not doing, but a vision demanded by the Lord. You're supposed to do the work of the Lord. But taking an adventure is a blessing.



The weird Billgate

Once I went to Harvard University's website. I sometimes go into the Harvard Divinity School (HDS) because I wonder if there is anything special.

When I entered this time, Billgate's face was floating in the front. In other words, he dropped out of Harvard several decades ago to study Microsoft... He was giving an honorary diploma this time. Strangely, however, he hired a friend (at Harvard) who he had been studying with a few years after taking the middle class and was promoted to vice president while working together.

Looking at this, I thought about two things:

- 1) Billgate's weird side
- 2) Promoting a friend to be a vice president (better than himself)

He is in a way the weird person. Sometimes he would graduate from Harvard, but he dropped out for his own goal (but in the end, the school volunteers to give him his diploma)

The second was to make a partner by bringing in a friend who had graduated normally. One is a graduate, one is a dropout... Maybe it doesn't suit you! It's about trying bold adventures.



Three directions of motivation



It is said that when people are motivated, it appears in three directions. These can also be seen as three types, which differ depending on a person's temperament. Of course, it is said that everyone has a little bit of these three elements: achievement, affiliation, and power.

The first is the style of achieving. This is that when you get a certain motivation, you have a strong desire to achieve it. Their characteristics are that they are interested in achieving their goals and want to do their best personally. Set careful goals and choose calculated adventures. They like to be responsible for finding solutions to problems. The desire to complete a job becomes stronger.

The second is the fellowship style. It is about wanting to be with others and enjoying mutual friendship. These people are interested in getting along with others and socializing with each other. It requires warm and friendly

relationships, and interaction. It is very concerned about separation from others. In other words, it does not like to be alone.

The third is the power style. It is trying to shock or influence others. These people care about their reputation and position, about what people think about their power or influence, always try to give advice, and hope that their ideas take the upper hand. They have a strong desire to influence others and change others' behavior. It is often controversial, too.

However, this style of power is not necessarily negative, scholars say. In other words, depending on what kind of power it is, there are two aspects: one is negative, and the other is positive. For example, the negative can also be described as "personal," such as "I win-you lose." Isn't this the so-called law of the jungle? The style of expressing one's power. That is, the biggest desk, the coolest office, the strongest title, etc. It has personal power, authority, and dictator temperament, and makes the group depend on and obey them. It encourages people to praise personal dominance and tends to treat people like hostages rather than as noble human beings.

In contrast to this, a positive one is "I win-you win too." Trying to achieve the group's goals and exerting power for the benefit of others. It is impressing others with charisma that puts them into action. It is trying to help others. It is trying to make people feel like noble 'personality', not 'objects' to be used. And it is a strong intention to develop people's abilities.

In any case, it is important to know that there are always these three styles of people in any organization, and the best group is when all three types of people are together. It is true that there are conflicting and incompatible with each other. However, it is only natural that there should be three.

In my case, it is true that these three types of people have been together continuously, if I look at the members from the first Institute to the present University. I believe that the role of a top leader is to care for according to each of these three styles, and to do our best to reach the intended goal and destination together so that each individual's potential is developed.●

