



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

Twelve disciples

With Jesus' 12 disciples, it is used for various pastoral paradigms and field applications.

First of all, those who do the "Jazeera Movement" should be trained based on 12 students because Jesus trained them for three years.

The second is the case of a "small group movement," and Jesus' 12 disciples take the form of sharing prayers, words, and lives in a small group.

In addition, it can be seen as the "Sel Church Movement" that Korean churches are talking about these days, which is a case in which Korean zoning styles have moved abroad and re-entered. Next is the 'G12 movement', which is also a slight variation from the 'cell' as it imitates the 12 disciples.

In any case, I think these various aspects have their own meaning and persuasive power. However, I want to point out something here: what is the purpose of this paradigm. In the end, it is seen as the development of a 'plain leader' through personal growth and maturity. However, I found that the above ministries were weak in reaching their original purpose. The reason is that they are only interested in that. In other words, they are only interested in training disciples, but they are poor in developing themselves and becoming a leader. The same is true of other paradigms. They do not try to reach silence and are only too interested in themselves. That is also what church growth scholar Carl George pointed out.

Second, I would like to say '12 disciples' as team ministry in modern language. It is an era in which not only individual growth but also team growth is necessary. In some books, it emphasized the difference between individual and team IQ, emphasizing the maturity and growth of the team. Another is that you have to be a team in the ministry. The apostolic concept of church comes out here, that is, sending. The team is responsible for the work of the state. Only when the ministry team becomes the ministry team, dynamics and synergy arise, and the leadership of the pastor in charge will change.

Now, the Korean church needs a transition to the team mission. Only then can you, me, and us understand. I think there will be a big change in group leadership when that happens.



Five Points in the Team Ministry: A lot of people are talking about the necessity and importance of team ministry. Our ministry must also be a team ministry. These days, I am thinking of team teaching. The three training sessions in the fall (Bundang, Bongcheon, and Jamsil) will also be team teaching. Anyway, team ministry is very important.

However, in the team ministry, it can be called a problem, a difficulty, or, as someone says, dysfunctions,

but how to overcome these and problems that must be overcome. You often find that the team ministry is so good, but there is also a price to pay.

The first is trust. Taking the example of our institute, I say I care a lot about this, but it's still not enough. I think this is trust in each other. If it doesn't work, it's worse than doing it alone.

The second is the issue of conflict. When people gather, there are bound to be conflicts. However, if you want to be a strong team, you go through the stage of moving from trust to conflict. Conflicts inevitably arise because you want to do your job well. The next level of commitment is how to resolve this.

The third is commitment. Individual dedication is easy, but it is not easy for a group to commit to something in the long run. I think commitment is created continuously when motivation and a good culture are formed. If a group wants to commit in one direction, it must have a clear vision. There must be a strong sense of goal that must be achieved.

The fourth is responsibility, which I think is also related to the previous commitment. Whatever it is, I think it is as difficult as the stars in the sky to have a permanent sense of responsibility. There is encouragement between team members, and a little tension between each other strengthens this sense of responsibility.

The last one is about the outcome, the fruit that comes as the achievement of a shared vision. The mission team has two goals: care and growth among team members; and the achievement of the mission.

Even if the relationship between the team members is very good, if there is no visible fruit, it is not a good ministry team. It must produce results. This is why we came together and it is also a justification.◆

Benefits of the ministry team



The ministry team is quite flexible and dynamic, aligning the saras for effective ministry, as well as providing continuous encouragement for each person. The power of the ministry team has several additional benefits for those

who have experienced normally within an organization based on commitment.

1) It allows each other to go out with each other. He made Christian companionship one of the great benefits when he joined the ministry of God's kingdom. If you look at the 1:3 of the day of the week, "...To make you have a relationship with us, our relationship is with the father and his son Jesus Christ."

2) It makes him become a disciple. The ministry team consciously inspires the members to become disciples in their lives. The team creates a culture that grows in spiritual life.

3) It develops leaders. Most church clerks simply deploy leaders. But the ministry team develops and deploys leaders.

4) It provides continuity of leadership. One of the biggest challenges in church life is continuity in leadership.

5) People are mobilized for ministry. The ministry team is generally a successful stepping stone to power the laity. However, most laity are not yet like this. This is because the church organization and ministry were focused on pastors at the end of the second century when looking at the history of the church.

6) be able to complete one's ministry. The ministry team gathers to get something done. The committee has a weak atmosphere. The ministry team has a

clear mission to accomplish.

In order for the ministry team to proceed well, the following relationship must be maintained well.

1. Spiritual Training: Teams need spiritual training with church leaders. We hope to grow up in a loving and faithful relationship with the Lord.

2. One-on-one relationships: Teams should build friendships with church leaders and other teams. We should personally put relationships a lot more priority than teams' ministries.

3. Reliability: A team should respect the trust of others. Reliability refers to trust, which grows as one from the heart when we trust each other in a team.

4. Communication: Teams need to communicate well with church leaders. We are good at everyday conversations, emails, text messages, etc., but not this good on important issues.

5. Clear Expectations: Teams should be clear about their visions, objectives, timelines, plans, etc. with church leaders. Having different expectations leads to frustration and disappointment. Therefore, it is good to check each other's times regularly, but they should be observed and respected by each other.

6. "lose-tight" principle: A team should have the freedom to achieve its vision but be included in the church's vision. For example, while several ships are sailing, if the captain takes too strong a form, there is a risk of an accident if the form is too loose. We need wisdom on what to do.

7. Loyalty: Teams should be free to express their ideas and concerns with members of the church, as well as support the ministry outside the church that it promotes. Even if you disagree, you should be able to respect other people's ideas.◆

Connecting with other Team

Organizational opposition can be seen as chaos, as a result of confusion, misalignment, and confusion. If you connect to or have a good relationship with a wide organization in dispatching others, confusion can be reduced, potential for success can arise, and furthermore, growth can be maximized. Whatever ministry team is created, the connection between it and the entire ministry is important.

1) It is the relationship between the team's commitment to vision and the church ministry. In other words, it is a matter of commitment on both sides to the team and the church as a whole. When the ministry begins, it is the freedom to start something and to do something in a category.

2) It is a connection issue with other ministry teams. This could be a ministry team of the same series, or it could be derived from the original. The original team must invite, equip, send, and provide continuous support to the new team.

3) It is better to apply the VHS principle (Vision, Huddle, Skill).

This is what CalGeorge said, meeting with other leaders to share their visions, being divided into smaller support groups, and honing their skills if necessary.

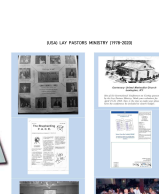
4) It is a coaching ministry team. A coach takes charge of several ministry teams to provide counseling and encouragement, which sometimes connects these teams with church leaders right away.

5) It is to take responsibility for God and other leaders. Being a leader in a small group or ministry means entering a relationship with a layman or pastoral coach.

6) The next fundamental connection is the deputy trade and the elder (and butlers). The deputy trade and the church leaders are the people the teams come into contact with. As the teams increase, the roles of traders and church leaders also change.◆



(Pictures of the Lay Pastors Ministry)



Myth about partnership



The idea of collaborative work is now becoming comfortable. As a result, many myths and wrong concepts about it have been created. Let's talk about seven myths.

Myth 1: Cooperation is easy.

While the concept of cooperation is simple and direct, it is much more complex in practice than it first appears.

Myth 2: Members in the group legislate cooperation. Working with others for a certain ministry is collaboration. The ministry team, school faculty, hospital staff, computer ministry team, etc. may be considered collaboration, but this is not the case.

Myth 3: Cooperation has an end in itself.

It is easy to lose your true purpose if you work hard in a certain ministry. A group tries to create a cooperative atmosphere by investing all its energy. However, you must not lose your purpose in the process, knowing that it is not

your purpose.

Myth 4: It's about collaborative decisions, power and authority.

When you see a group discussing ministry, you soon see a shift from ministry to power or authority.

Myth 5: Consent is necessary in the decision-making process. Consent is an evangelical form of decision as if it were given by God. Churches often think as if consent is the eleventh commandment.

Myth 6: Cooperation is equality.

In the cooperative model, the general idea seems to be that leadership should be abandoned. That is why some groups emphasize an equal structure, saying that no one has the right to decide and hold the other accountable.

Myth 7: Cooperation should be limited to staff or teams. When it comes to team ministry, people often think of pastors and vice ministers. Of course, this is included, but it should have a broader meaning.◆

Myanmar's "mystic ball"

I saw it on TV once as a documentary, and I think it was EBS (educational broadcasting). It was about Myanmar's pro-ronunciation, and it was like a sport in which a few people stood around and played with a ball. I was really impressed by the content. Especially, the story of a female athlete who is very good at pro-ronunciation and a man who came to learn every year from Canada and eventually became an athlete was interesting and impressive.

First of all, the pro-ron was a small group and a small group. It was not a sport played by dozens of people, but by 6-7 people. And this was not a game of winning or losing, but a sport that showed individual's own skills to the fullest. It was like a kind of art to cultivate and show more difficult skills.

However, he is not good at it alone. He seemed to have

unity in preventing the ball from falling to the ground and caring for the opponent. In other words, he is displaying a wonderful art.



As I watched it, I wanted to come into our country. Of course, it was impossible for me to realize it, but... I was so fascinated.

In particular, the more difficult the technology was, the more enthusiastic people were. The content reminded me of the coolness of the small group again. There was no debate, timing, jealousy, or arrogance. There was only effort to look good. And I took the chance to develop more difficult skills and showed creativity.◆

(Pictures of the Lay Pastors Ministry).



When the honeymoon is over (metaphorical)



The situation is very similar when the honeymoon is over and after the start of the ministry.

People are excited until they go on their honeymoon. After the wedding, two young couples go on a honeymoon filled with swollen dreams. When they go on a honeymoon, they are captivated by the illusion of the future by promising to do this and that for your future marriage. However, after the honeymoon, the marriage that came to reality is literally ruthless enough to completely forget the fantasy of the honeymoon. The beginning of a marriage is often ideal and not happy. The bride and groom slowly realize that they had expectations that could not be achieved in their relationship with each other. As this life gets longer, marriage becomes difficult. And they have conflicts due to house problems, monthly living expenses, and personality differences.

The ministry also begins to encounter these phenomena and reality. It goes through the same process from the beginning of the ministry. It's so good when laymen are trained. It is also fun to learn. Even they think it would be good if this learning lasted for a long time. In fact, some people enjoy learning by themselves very much. And with a swollen dream, they started their own ministry wearing so-called

rose-colored glasses. Their motivation is full and it seems to jump into the fire. However, when they started their ministry, it was not as easy as they thought, and the conflict began. Because they have no experience. This is because they idealized their role, such as praying sincerely for people, taking time to them, keeping in touch regularly, and being an example. They think they know the theory, the technology, everything, but those things don't work out in the actual field.

So they start to think that dreams like a honeymoon in ministry are over. They feel something similar to the cultural shock felt by people visiting other countries. The imagination that people will take their words, their advice, and their care very well is disastrously broken. They find that the good words that the instructor said during the training are now out of place.

The same was true of our University of Melvin. When I advertised that I was building a school, there were many people who were worried, but there were many people who liked it and wanted to help. It was like wearing rose-colored glasses and reminiscent of the future, or to be exact, Christian universities such as Yonsei University and Ewha Womans University in Korea. I would have been a bit like that, too. However, after the groundbreaking ceremony, as it was being carried out, many people gradually began to leave, and the people had been totally replaced. There are three things in common: difficult marriage, difficult ministry, and continuous university progress. What to do when a dreamy start (honeymoon) is over and you're asked to be in reality?

In fact, another case of quitting is an example of mountain climbers. There are also people who quit as soon as they started, people who go up a little more and quit again, and finally only a few people go up to the top. People who have practical difficulties quit. Some climb further, enduring difficulties, look around, and quit satisfied with this. Others are glancing up to the top and going all the way up. This is the case in ministry, and most people do it until the end.

Then how can they go all the way! First, I think it is important to know what they are doing. At the same time, they should know that ministry is not an illusion like a honeymoon. Of course they don't have to be very negative. Second, it is necessary to reconsider what this ministry means to their life. We feel meaningful when we are doing good things and helping others. What we cannot continue is this aspect, which is a sense of accomplishment. It's important that they also feel happy to start well and see others look happy while making small achievements there. Even a small step forward should be made. The third difference is that we always live with problems and difficulties. Isn't there another problem after one?

At the same time, we learn about obstacles, humanity, and the ministry itself, gain experience in the real field, and struggle with such things, but if we continue to move on, we feel that we are growing. I think life itself means this by continuing to learn. Finally, what is the ultimate commitment? I think "to achieve what is given to us while we are alive." So we're going to have to complete it as well as Jesus, who said, "I did what I had to do." You'll have to keep going until the end.●

Flesh Mob



Process of learning

1. It's adult learning. There is a difference between children's learning and adults' learning. Children's education is called pedagogy, while adults' education is called Andragogy. Adults do not read thick manuals to learn anything, but only when they solve problems.

2. There is advanced learning. Looking at the world's most famous schools, almost all advanced classes approach the issue. In Harvard, students read an issue and present it in front of a professor, whereas in Oxford and Cambridge, students pose questions and lead the class. The professor does not give a lecture, but rather induces the atmosphere in this way.

3. Postmodernism. In this era, not all answers are black and white. In other words, it is expressed as good or bad, not right or wrong. As such, not all decisions are simple. It is an era that is given a lot of information and requires dialogue and discussion rather than lectures.

4. Ancient insight. It was Plato who led the thought and education of the Greek world in the 5th century B.C. He was, as we know, a disciple of Socrates. Socrates didn't write any books, so it was Plato who compiled his ideas. Plato believed that the best leader was "the one who loves wisdom," that is, the philosophers. Plato wanted to draw out the wisdom deep in them through dialogue with his disciples, and he wanted to guide it to the truth.

5. Theological method. In modern times, theology was understood as memorizing the truth. This was the so-called 'question-answering method'. All the answers were by creed or confession. But today, theology becomes a verb. Beyond simply explaining the truth, theology is described as an activity. We do theology. To theologize is to think biblical and comprehensive about an issue. Ancient truth now needs fresh expression and internationalization from each generation.

6. Biblical pattern. When Moses taught the parents of Israel, he asked them to teach them about God's words and methods (Exodus VI). Because they had to survive in a world where heathen was prevailing. So the parents handed down the faith to their children.

Today, our leaders must teach the next generation how to think biblical about life. Just as Jesus did to his disciples, we must teach the next generation's leaders well, and we need to think about the above six things.



Running type

Running includes short distances of 100m, 1000m relays, and 4km marathons. I think church history has this aspect as well, so I'm going to compare it.

First, 100m is a sprint, and you can do well on your own. And this is the so-called fast speed skating. Second, 1,000m relay can be considered a medium-distance race, and I think a few people should be trained together and receive a baton that connects them. Third, it is considered a 4km marathon, but this is a long-term race. These three are all similar to racing, but I think their concepts and training methods are different.

Short-distance is the first thing that is necessary in church history, so decide quickly and finish quickly. In church history, the middle-distance (relay) is a ministry that needs to be continuously developed. It is not a quick decision between one or two people, but a certain period of time. The third is a long-term battle, which can be said to be a so-called marathon! This requires concepts, methods, strategies, and progress that are completely different from the previous two. However, in the long-term battle, the first two must be in the process.

Putting all of the above together, 1) What is common is considered training. 2) However, I think each of the above requires different training.



With and For

This is also the team leader's mind posture in team history, which can be understood as "with---" and "for---." This is also what kind of attitude and thoughts one has when one works with people, and perhaps these concepts are related to leadership and can be applied to many aspects. First of all, one should have the idea of "with whom" rather than "for whom".

I also (Pastor Seo) actually thought of working "for---" not long ago. I thought I should "work hard" for the staff because I'm the head of the research institute, that is, the team leader. But not long ago, I decided to change my mind. Working for the staff is very primary and I started to feel immature. I should think of being with the staff.

Even if you have this thought ('with,;'), the other person is very likely to become passive. However, if you do it "for---", you can make it more passive and feel like you are dealing with a premature baby.

Now, all ministries should be "with," not "for." Of course, "for" is not wrong at all. Sometimes it is necessary. But in the big picture, "together" means good and necessary.



Decisions and deadlines



Decisions without deadlines have no sense of urgency. If necessary, so-called small deadlines are also needed. So Decision and Deadline have to go hand in hand. Is that true? Why?

Once people hear of a project with a deadline, they become more interested than loose. If not, they don't believe it because they think it's not a serious problem. So a plane that has taken off will frequently let them know when the landing is. Likewise, if they are not sure when it should be completed, it gives the nuance that there is no deadline. So if we really want to complete something, a deadline is essential.

It was the same with building our university. We decided, "We have to have the opening ceremony on Saturday, Aug. 1 (2021)." Then people look forward to it, wait, and also expect it to happen that day. As a result, our organizers became impatient

and solid, and as time passed, people around us became increasingly burdened with low expectations and more active in supporting us. Everything was moved according to the date and the timetable. As the saying goes in the military, all the time, energy, strategies, resources, and even our lives have been moved in that direction. We have to pray for it all the time.

People want to know when to really start and when to really end it. You must know. Then you can give them responsibility for the homework and the completion. Otherwise, we naturally postpone and barely finish it, or eventually become normal. There will also be criticisms saying, "You keep acting." In fact, I have discovered that some people are waiting for such homework. Humans seem to wish to have that burden.

Anyway, depending on the situation, a sense of urgency is necessary. I have already experienced this a few times. Without a sense of urgency, people, and even we, tend to be lazy and slow down. Then there is a lot of probability that it will end up being a failure. It is natural for humans. However, you cannot push it deliberately and deliberately. Even more so, if it is financial aid. So, how can we create such a sense of urgency? That is our mission and responsibility as leaders. If time passes without saying "let's get together someday" and then notifying the date of the meeting, people will turn around. Modern people cannot afford to wait for such things. We are busy. Therefore, not setting a certain date and time can be a flaw in our leadership.

How do you create a sense of urgency? The sense of urgency is not just pressure or anxiety. It is also a powerful force that drives people to act, change, and achieve. When you start something new, you should have clear and challenging goal-setting. It should be specific. These goals should be challenging enough to inspire your team to work hard, but not too unrealistic to lose hope or motivation. I used to always go to ministry with a sense of urgency, maybe it's my personality, my style. Anyway, I've always felt a sense of urgency. Our ministry wouldn't have made it this far if I hadn't approached it that way. Maybe some people complained about my style, but it was, and that's who I was. I believe that what God gave me was a mission as much as possible and to complete it before I left the this earthy land.●

