



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

Lay Ministry & Pastoral Care

WHAT IS THE RELATION TO Lay Ministry & pastoral care? I have found this is an interesting relationship. Actually those two are different because lay ministry is just lay ministry as you see, and also pastoral care is just pastoral care. At theological schools, some have lay ministry curriculum, and other schools have pastoral care curriculum, of course my previous schools in Canada had these two different sections, but our Lay Pastors



Ministry puts together these two different concepts. Of course Dr. Melvin started from lay ministry (Ep. 4:11-12), then moved on to pastoral care, why? He found lay ministry in the church, then what kind of lay ministry, then he matched it with pastoral care, because he found two goals of the local church: 1. Evangelizing (Matt. 28:19-20); 2. Pastoral Care (John 21:15-17). Then there are many materials on the first goal (evangelizing) at every church, but he found there was a lack of pastoral care, so he tried to make, develop lay pastoral care ministry for the church, as you can see that he puts together lay ministry plus pastoral care. Anyway, we need both, because lay ministry helps us to change our mindset. Such as, paradigm shift, without this, our ministry for pastors and laypeople, won't be effective.

And I found that he was right. Let's think of the professor. Paul Stevens of Regent College, Vancouver Canada, as we know he is the most prominent theologian and practitioner in the lay ministry over the world. But we find he also talks about lay ministry with pastoral care, he doesn't say directly but we found from his writings. If we see his book, *The Equipper's Guide to Every-Member Ministry* (1992), Chapter 3, "Lay Pastor and Caregivers," he

mentioned three models of lay ministry: Stephen Ministry; Howard Stone's The Caring Church; and Melvin's Lay Pastors Ministry.

But coincidentally, these three of them are talking about pastoral care. I know them very well. Stephen Ministry is a caring ministry for crisis, once people are in the crisis, Stephen minister visits and cares for them. However, when they become ok, Stephen minister took off their hands, but this

ministry's system and materials are very good and excellent, but the problem is too long training, for instance one-week long training, and also too expensive to be trained, comparing to LPM, it's very expensive, 200 dollars USD for completion, but LPM is not that expensive to be trained. Anyway, that is a caring ministry. Howard Stone's The Caring Church also talk caring ministry in the church, and LPM/PACE, of course caring ministry, so as we look at, Paul Stevens, even he is specialist on the just lay ministry, stressed on caring ministry, so lay ministry is mostly focused on the caring ministry as we found. Lay Ministry is not Pastoral Care, but as we see it, almost equal level.

So Melvin's approach and system which he developed is correct and good for the church. Of course he didn't take out another ministry, evangelizing people is essential, if we look at his second book, *Lay Driven Church*, we see that. There, he wrote two ministries, "striking a balance between the Great Commission and the Great Charter (at Contents section), so he agreed the church needs two ministries, but he developed the latter, because there are already a lot of materials in the former.◆

Jesus' ministry which was focused on pastoral care

ALSO IF YOU LOOK AT THE BIBLE, there are many stories of Jesus' ministry which was focused on pastoral care, not evangelizing, furthermore, I found Nagaland church really pastoral care ministry. Two illustrations are there. In Korea, I have studied PACE with some Naga students. One was a doctor of archaeology, and another was a theology student. I have worked with them for International level.

In Nagaland, I have formally visited two churches. During my stay in Nagaland, Aloto and I were invited to churches as a speaker. The first church was around 100 congregations attended which was a rural area, there we talked about Ephesian 4:11-12; and another church was in downtown, about 1,000 congregation attended, also we talked there with same scripture, but I stressed 'partners in ministry' at second church. After worship service I had chance to talk with Senior Pastor, he couldn't speak English well, so his son interpreted for his father and I. I asked pastor how was my preaching, he said it was very good and new to him, 'partners in ministry' and appreciated me which gave them a new concept. From both churches we, Aloto and I got confidence .Nagaland church needed this ministry.

When I was in Canada I was trained in Clinical Pastoral Education (CPE), so it was easy to adopt this ministry

myself. CPE is a kind of training for the senior class of seminaries, mostly in the States and Canada. To me, when I was an M.Div

student at McMaster Divinity College at Hamilton in Canada, school asked us to complete CPE course, so to get M.Div I have done at Wookstock, for Mentally Retarded People, and also later I did one more unit at Whityby, for Psychiatric Hospital. I have learned a lot from two CPE. As we know, CPE is for pastors, not lay people, but sometimes lay people come and are trained in CPE. Anyway it is for future pastors, but our ministry is for pure lay people, yes it's good for church and pastors, but more focused on the lay people. Why? They, lay people, also need to grow just like pastors. I tried to adapt CPE to our students while I was in Nagaland. It was good for them, because our students learned PACE ministry (12 Training Modules) from me, so they understood CPE more easily. Therefore, I found PACE+ CPE for students to be really good.◆



Why is lay pastoral care important?



AS WE KNOW THE PRESENT SITUATION, a pastor alone is not easy to know what's going on in the world, but when they work with lay people it is much easier to understand because they understand well what's going on in their society and with the

people.

For instance, one day, I attended a revival meeting at one church, the speaker came from America. He came first week, and then church invited him another week, so he came twice in two weeks, it takes 14 hours from LA to Seoul Korea, why they invited him twice unusually? because he is almost layperson, yes he had ordained pastors, has his own church (American congregation), but he has business company which he use half of the church building, so I found he is almost layperson who knows church very well. He talked about people around him, his business, etc., so more persuasive to the listeners in the revival meeting, so he was invited twice, of course there were some prominent pastors who came and preached at the event, but only he spoke twice, even though he was from the States, why? As I said he tells stories where he gets from ordinary people, ordinary situations and life. Of course I am not saying he is right that has two jobs, but here he talks in terms of laypeople.

I enjoy reading bread, UPPER ROOM, every morning. Actually I was not very interested in reading that booklet in Korea, but while I was in Nagaland PACE School, I was reading on the 2nd floor every morning at 6 am. It was the happiest time for me in a day, so it became my personal

habit. Since I came back to Korea, I am still reading and trying to keep the habit. Why did the booklet make me interested? Because mostly lay people talk about their own life, personal stories, not only happy things but mostly difficult stories. People want to hear a practical story. That's why lay pastoral care is important because of their real stories. Pastor's story? Yes, of course they are true as well, but they focus more on biblical instruction to give because they are teachers, so sometimes not real but instructive.

Also, laypeople know more about people, especially their fellow Christians than their pastors, so it is much easier to share their inner stories, pains, struggles, losses, difficulties, because they believe their peers will listen to them well. Not saying here they or they do not believe their pastors, but they are more comfortable to pour out their feelings more often to their colleague. We pastors need to understand it, so lay pastors' ministry is effective.

I am thinking that this ministry gives hope to the church, and people, pastor, especially to the laypeople themselves. Most of the laypeople want to do something; it means they want to accomplish something valuable for church, for God, also for themselves. I have trained, and usually I made a Leadership Group, we call it MLG, at the end of PACE equipping seminar. If we look at the ending page of Training Manual, there are checklists, from 1 to 10, how much they are motivated, mostly circled 7 to 8, means they are motivated 70-80 percent, but some marks 10, means motivated 100 percent fully. Actually they were waiting for this kind of ministry for many years, but they couldn't find it, which means that church did not give them to develop those ministries, and in the other way, their church didn't give them permission to do, to serve, to care for people, which means they have no authority to do by themselves.◆

Actual illustrations

I HAVE TRAINED ONE CHURCH with PACE, so one of trainee made circle at 10, means she wanted to do this kind of ministry in her lifelong, and she helped, cared for people very well many years already, and it was more effective than associate pastors, she was trying to do this caring by herself, nobody in the church, even church are not recognized and publicize, so she was dying of burning heart, by the way through the PACE equipping session her burning heart was rekindle inside, so she became the ministry leader of PACE in her church, and later she became one of national leaders, and finally helped to start PACE School, Nagaland India. Another example was that I have heard from one pastor of PACE network churches. He said one day their ministry leader of PACE, Mrs. Oakja Kim came to pastor's office and expressed gratitude to the pastor because church gave her to lead this PACE ministry so she felt self-esteem through her leadership, actually she was just ordinary wife of farmer, and of course herself was a farmer all of her life, so she thought her life will end with poor farmer's wife, but one day she became a leader of significant ministry for her church. So it was a fascinating story to hear.

Another story was that I have trained at one rural church for two nights, from Wednesday night, and Thursday night, usually starting at 8pm and finishing at 11 or 12 midnight. On the second evening, we started about 8 p.m., and went on the session until 4 am the next morning 4 am. It was about 4 a.m., I asked the participants to say something, and then nineteen people were there. They talked about how they felt about the training, and expressed it one by one, but one gentleman, named Mr. Han, looks about 50-years-old, he said that he is going to promise two things through this session.

One was to talk to his wife, she was also there, but looks very young, less than 30 years old, anyway he said very sorry to his wife at that moment, because he was drunk almost every day, he is actually a patient of defoliant which got from Vietnam war, so his life desperate past many years, so he has been behaving to his wife badly, he said sorry again to his wife in front of us. And the second promise was that he wants to do God's work from now on, then we didn't know what he meant, but later on I heard from the pastor and also I have seen with my eyes many times, because I have visited and re-equipped them in the next few years. First, he made LPM Office in the compound of the church that was big enough to sit 15-20 people, lay pastors were gathering at the office all the time, once I visit the church I sat there and talked with them and he did other things that made pond with pretty fish in the front yard and got up 4 a.m., early morning every day, to ring the bell which is traditional bell at rural churches, even during in cold winter season he got up so early, probably 4 a.m., come to church and ring the bell, so people come to church for dawn worship service, 5 a.m. He changed through PACE. He kept the promise for the next many years.

Mrs. Yoon's is also another case. She was a member of Hallelujah church. One day pastor David Kim asked her to help PACE ministry in their church; those days about 5,000 people were attending the church. She didn't know exactly what the PACE ministry and also Lay Pastors Ministry was. However, she was dedicated more than thirteen years for



this ministry, for her church, and for God.

As we see the stories up to now, lay people find good things from this ministry, that is why I put 'hope' on this ministry. It gives them to church, and also they grow, and they loved what they are doing, so they felt real accomplishment. And their self-esteem became much higher than before, and in the other hand it gives them freedom to use their God's given spiritual gifts.

When we talk about freedom of lay people, no need to get misunderstanding! Actually they are not bondage in the hand of pastor. Freedom here means they need to use their spiritual gifts. Everyone has spiritual gifts as we know, of course there are different opinions on how many spiritual gifts are in the Bible. For instance, Melvin says 27 gifts; John Maxwell 24 gifts; James Garlow 20 gifts; Ronald 15 gifts; some says 20 gifts. Major differentiation is how to see Ep 4:11-12, some think those are also spiritual gifts, but others don't count them as a spiritual gift, also some distinguish spiritual gifts and ministry gifts that is why there are many different opinions on the number of gifts.

For me, I have checked when I attended the International Conference in the States many years ago, and then my major gifts were found: wisdom, administration and teaching. I was not sure what my spiritual gifts were before. I assumed those gifts I have, but needed to get confidence in myself, so laypeople also need to know their gifts, and hope to use them for God's work. So that's what we say 'freedom' to use their spiritual gifts for the given ministry.

And also we, the pastor, have to help lay people to know what their gifts are. Mostly laypeople don't know of their spiritual gifts, even they don't know where are they in the Bible, of course it is not just all of their believing life, journey, but they need to know what it is, and also there are various spiritual gifts, because some think only 3-4 gifts in the Bible, and also used a few, but there are many in the Bible, then they understand every spiritual gift is equally important in the church. So there should not be misunderstanding on the issue of spiritual gifts.◆

Yin-Yang of Lay Pastors Ministry



In Chinese philosophy, Ying & Yang describe how seemingly opposite or contrary forces may actually be complementary interconnected, and interdependent in the natural world, and how they may give rise to each other as they interrelate to another.

Let me put this into our ministry. Lay Pastors Ministry is from the two Scriptures: Ephesians 4:11-12 (Lay Ministry) & John 21: 15-17 (Pastoral care). Most of the seminaries opened classes and curriculums on the Lay Ministry and Pastoral Care far differently. Some schools open Counselling and Pastoral Care, but extraordinary, Dr. Melvin tried to put these different one together which is Lay Ministry & Pastoral Care.

So in the beginning of LPMI USA putted the name, Lay Pastoral Care Ministry, but later they changed it to Lay Pastors Ministry. In the beginning they focused on the ministry, Lay Pastoral Care Ministry but later they focus on the people those who are doing the ministry, so Lay Pastors Ministry.

Anyway, Melvin tried to put the contradiction of Yin-Yang together. Is that possible? Those two topics are very independent as its own, but when they get together, they make synergy. And also let's see that more in details. If we say only Lay Ministry, it is too abroad to grasp the concepts, it doesn't come into our hand, but when we put Pastor Care on there, and it becomes clear.

For instance, Hallelujah Church has been running the Academy of Lay Ministry for ten years, but people didn't understand for a long time. By the way, finally it is clearly only through LPM/PACE National Conference at their church. Once they put together Lay Ministry and Pastoral Care, then they have the clear concept of the ministry. It was one of the successful results of the conference. So the concept of Yin-Yang makes more helpful sometimes.◆

Monthly Columns

Good personalities



Statistics show that 95% of people who subscribe to life insurance are moved by the personality of insurance agents rather than the insurance content itself.

Some people are good at sales, but many are not. In fact, such sales, or insurance. In addition, there are many cases of hesitation to buy things. I'd say I'm part of that kind.

When I was a seminary student, I had experience in sales as a part-time job. I've sold books and sold things. I wanted to earn my tuition. Furthermore, I had no experience in the field. In the end, I couldn't sell any. I found it very difficult to sell something to a complete stranger.

I think it reminds us that "rapport"

is important in words that we know well. It also means mutual understanding, trust and cooperation. Rev. Melvin, who motivated the establishment of Melvin University, also wrote about this in a letter to lay pastors. What he's talking about is good rapport. It was said to be a tool to open each other's hearts, but he expressed

harmony, familiarity, and even similarity.

Personality that makes others feel bad, personality that doesn't care about other people's rights, personality that always disagrees, personality that always creates discord. It is said that there is an enough chance of failure in this nature. On the other hand, people who are good at negotiating with others and harmonize are more likely to succeed. In other words, it is very important to develop personality and character.

I've read Stephen Covey's book a few times over again. His conclusion was about characters. To emphasize this, in many ways, I have heard many illustrations.

Can a good personality be

developed? I think it's possible. I think that personality and attitude can change, even if personality does not change. Furthermore, I think this is one of the reasons for studying and training. Usually, when you look at people with bad personalities, you find that they were not like that, but they are because of the situation and environment. Of course, it's often used by students, but there's a saying called Teachable! It is a concept used as a person who can be taught or as a person who accepts teaching well. When selecting staff from a team, they also use the initials FAT: Faithful, Available, and Teachable.

Then why is a good personality so important? First, it is very beneficial to yourself. There are times when you don't, and you become very hurtful to yourself. Therefore, it naturally appears in relationships with others, causing double wounds. Furthermore, the number of people suffering from triple and quadruple work increases as they show distorted expressions and behavior in all relationships. How sad it is for us to live in harm's way when we are supposed to help people!●



Personal growth and organizational leadership

No matter what organization or institution it is, there is bound to be a leader. He needs two things, then the organization believes that it can succeed.

But there is a book that clearly shows two things. One was Stephen Covey's Seven Habits, and the other was Jim Collins' Good to Great. Readers may have better resources, but personally, two books were useful.

First, the Good to Great book was published after researched a number of successful companies around the world, using the term Disciplined Thought, which ultimately boils down to two

things. One is that even if there were difficulties in reality, they continued to push ahead. The other is that it focuses on the most important thing. So by leading the company, they were able to create eleven great

companies out of hundreds of successful, good companies.

On the other hand, Stephen Covey's book is about developing good character and good personality. In a way, I came to the conclusion that good character is good in human relations, but that is not enough to succeed and lead a good organization or institution.

It's not bad to be named "He's such a nice guy". However, if the meaning of 'no ability' is implied in it, it cannot be accepted only as a compliment. It's a nuance that it's not enough. I am concerned about this.

I think the relationship between individual growth and organizational leadership has this relationship. So Stephen Covey's book is so good, but it will be the additional attraction if the corresponding leadership is developed.

This is also an inevitable task for a leader. The problem will be how individual growth harmonizes with the leadership of the organization and creates synergy. It is natural to have both. In a word, it can be described as "a humble person with expertise." Professional & Humility. Maybe this is a contradictory thing.

However, it is an inevitable task because you can become a top leader only when you have both. Or else, he can only play the role of a staff member. ●

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Be the Prides



I got an English email from my cousin, who is studying in Switzerland, and he said, "Be the Prides: Lions, brave beasts that live in large numbers in Kenya, live in groups, and the lions that lead the group are called the PRIDES. It contains double meanings: Melvin University creates the world's leaders and the meaning of the word itself."

First, I felt grateful. The reason is that it is difficult for our Melvin University students to have pride, but it was touching to be told to have pride.

When I showed it to our vice-president John Ogillah, he replied, "It's a very good motto." Until now, the motto of our school has been known as faith, honesty, hard work, and vision. But now that I think about it, I think it had a rather static (noun) meaning. However, the concept of 'Be the Prides' is a concept that gives a more adjective, dynamic meaning, and touches the heart.

I think the impact of a useful word or sentence on us is great. I came to think about how much encouragement, lectures, and reading words in life change us. Even if it is not directly related to this, it was an opportunity for me to think more deeply about motivation. We know that there are many theories about motivation. However, the word motivation reminds me of the following thing:

First, I think it's giving information. For example, Rev. Melvin never directly told me what to do. Just kept giving me information about how it was going. According to that information, my motivation arose from myself. Knowing the other person's needs and reacting accordingly is also an important motivation. As you get closer, you become more aware of the other person's needs, so talking about them or listening to them motivates the other person themselves. Giving a timetable also serves as a strong motivation. Everything requires a timetable for the beginning and the end, so this also serves to motivate the other person by informing them.

Lightly agreeing also affects motivation. However, if you add your objection to it or reorganize it excessively, it will only cause rejection if you agree. And adding feedback also has a good effect. Without feedback, it only creates a sense of distance because it makes them think of it as "indifferent." ●



Melvin Memorial Tree



Prayer Meeting

