



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

Leadership

What is important among the leadership factors? John Maxwell, the founder of a leadership company called INJOY, summarized ten leadership principles.

Unfortunately, there is one thing missing: [Intentional].

Leaders should be more intentional than anyone else. I also think you should always keep that in mind. This can be seen as a similar meaning to an initiator called a

facilitator. Everything in the world is not just going to work. Just as laziness cannot be forgiven even for those who do ordinary things, leaders who guide those who do the Lord's work must have more intentionality than anyone else.

Look at the leaders who are outstanding in the world. They were all intentional. Intentional is actually pain. There is pain in taking those who are not. There is conflict. But that is what a leader has to take.

People usually want to be. A soccer player wants to become a world-class player. The same goes for swimmers. Saints want the church to grow. Saints want the church to do good. They want them to grow/mature. Wish, wish, wish... They all want something. But before that happens, there is a lack of interest in the 'to do'. Sometimes you don't know. Also, although you know it, you are lazy and can't get there. However, maybe the expression that you don't want to do it is correct. A leader's unique role is needed here. The leader is to take people who '--- want to be' there and make them 'to be' like that. You can express it with the word intentional. And when you get there, you are acknowledging the leader's efforts when the goal is



achieved.

I want to be! But I don't want to do something!! Leaders experience a big challenge between the two. The way to solve this problem can be seen as having to do with the qualities of a leader. 1) Leaders should be trusted. Trust means confidentiality. 2) You should be an integrity leader. Although we used the difficult term integrity, it actually means 'responsible for what you say.' In other words,

we should be willful. 3) You should always pursue your own growth and development. Leading people, or taking them to the places they want to go, means something continuous growth. 4) You should always be ready to take chances.

People want to be with leaders like this. When you grow up together, and you're going to take me to the place I want to go, and you're going to be a leader that's going to benefit us... when you're given trust in something like this, you're going to leave me, you leave us.

What is the role of a leader? Achieving one's goal? NO! No! I think it is a leader's ultimate goal to benefit many people. I think the concept of 'we' should be stronger than that of oneself. That's why the tag of 'Me to We' even came out. When the concept of 'we' becomes 'intentional', aren't people willing to take chances? I want to be... I don't want to... but the adventure of doing as I'm told! The coming future is posing these challenges before us. Someone who deliberately pursues with a shared vision... It seems to be the leader we all need.◆

(Pictures of the Lay Pastors Ministry)



Pastor's gift



I look at one reported that conducted a gift survey of 600 pastors. The results showed a big difference: 65% of sermons were preaching, while 5% of leadership. In other words, preaching is understood as such - although it is actually less than 70 points - but leadership is 5 points. Leadership is the conclusion that it turns out to be almost a problem. What is leadership? Isn't it the ability to follow people? After all, the qualities that people can

follow are not ready.

Leadership development comes from two things, I think. Practice and theory are two things. Practice is the pastoral field, and theory is a book. One is in relationships with people, and the other is in theory acquisition. However, when looking at pastors, there seems to be a problem with theoretical acquisition. There is a difference in time and space in theoretical acquisition, such as applying the past theory to the present, or applying what is done elsewhere. Leadership must fit in time and space is a priority task. In other words, it means that it must be updated every year.◆

Difference between a leader and an administrator

As far as we know, a leader is a leader who leads a team, and a manager (manager) is a good manager of a task. But what is the big difference between a leader and a manager? What is the leader's job and what is the manager's job? In fact, the roles of the leader and the manager may be clearly distinguished in a large group, but in a small team or small ministry, the leader may even have to play the role of the manager.

George Bana made a good distinction between the two (book, The Second Coming of the Church, page 37 and below):

Leaders start from the future and come to the present, whereas managers move from the present to the future. For example, when NASA in the United States launches a satellite, it counts down like 10, 9, 8...1.

Of course, there may be cultural differences with Korea-Korea seems to be a meaningful story.

Leaders focus on the long term, but managers focus on the short term ministry (long term and short term vision)

Leaders have a big perspective, but managers have a small perspective

Leaders always think innovatively, but managers only think about everyday things. (innovative and route)

Leaders try to balance ideals and reality, but managers are more interested in programs than idealism. Some people say that 6:4 is good for how to reconcile ideal with reality.

The leader is interested in "what to do and why to do it," but the manager is interested in "how and when." (mission and how, when)



Leaders always try to clarify their vision, but managers are interested in putting it into practice (clear direction)

Leaders inspire and motivate, but managers try to manipulate and direct. (motivate and control)

Leaders enjoy change, but managers fear it (cope with afraid)

Leaders see opportunities all the time, but managers see only obstacles (opportunities and blocks)

Leaders take risks, but managers take risks

Leaders try to use all data, but managers are afraid of limitations (every resources and limit)

Leaders care about people, about ideas, but managers focus on system-driven planning!

After all, a leader is a future-oriented person, but in a case like me (a pastor Seo), we are in a reality where we have to play both roles. Maybe it's something to be grateful for. When a manager comes up in the future, I think I need to know the job to become a better leader. The ordinary truth that you have to grow from the bottom!◆

(Pictures of the Lay Pastors Ministry)



Pull, push, follow



I think I saw this in Pastor Melvin's material. He said that he thought about it while pushing a lawnmower. The leader would first pull, then push, then follow, and then I think he would get on there.

Anyway, I think I can understand it quickly compared to our rear car. At first, it means you have to pull (Pull). At first, it seems like it all. Someone has to pull and trigger. Then when it starts triggering and goes forward, at first you have to keep pulling, but now it's time to push. If you keep pulling, in front, you get tired... and you have to give others a chance

to develop.

Now, if you can see someone pulling and pushing you, you need to follow from the side (Follow). You can't go too far, and it's good to follow without going out of sight. Then, the puller, the pusher, can help you when you're tired. Following from the side means continuing motivation and encouragement.

And finally, once you have someone who pulls, pushes, and follows you, you must now enjoy the ministry, just like a child sitting on a rear car singing happily. In other words, I believe this includes the ease of leaving everything to the Lord. However, it is important to make sure that the other three things are going well. Isn't that the job of the leader, that is, the person in charge!◆

Leader of the New Testament

What does the New Testament teach about local church leaders! Who were they! How did they discover them! What did they do! How were they chosen! What were their qualifications! and so on.

As I raise these questions, I want to illuminate them from three perspectives: a biblical perspective, a historical perspective, and a cultural perspective.

1) Biblical Perspectives. This is to be seen through the lens of the Bible. This is to be seen through the Acts of the Apostles and the Epistle. If you look here, you see two groups: elders (supervisors), and butlers.

2) Historical perspective (teaching). Biblical history naturally flows into post-Biblical church history. It shows what happened within the church after the New Testament.

From the first church fathers, we learn valuable lessons and know what has been delivered beyond the biblical era. Through the lens of history, we learn about those who first came before us.

3) Cultural Interest (Intelligence). This insight gained through the lens of culture is clearly essential. Without continuing to understand how people think, feel, and function in a given culture, it is difficult to interpret the Bible correctly and it is impossible to apply biblical principles to the various cultures of this world today.◆



Note in listening



There are five things to be careful about when listening to others (other-centered and caring).

1. Don't try to give a solution. To come up with a solution means to command, threaten, emphasize morality,

advise, etc. Rather than this, it is better to be process-oriented in listening.

2. Don't judge me. Evaluations can result in derailing the listening process. We sometimes evaluate others' problems by judging, praising, naming, and diagnosing them. If the evaluation is negative, the other person is trusted in the heart or tries to withdraw the relationship.

3. Don't lose sight of me. One of the things that is

overlooked in listening is to cringe. You may cringe while being too passive, silent, or not responding at all. The listener may cringe to avoid pain, discomfort, and the hard work of listening well. However, then the other person may think, "You're not very interested in what I'm saying."

4. Avoid solving it too early or too easily. It seems like a good idea to tell the other person, "Don't worry everything will be fine," but if the other person does so before fully expressing their concerns and concerns, they may conclude that it is "something you don't like to hear."

5. Avoid rough analysis. Rough analysis means judging a person's deep thoughts and feelings based on some of the other person's words and jumping right to the conclusion. This is like putting your own thoughts into what the person is saying. This is very intimidating to the other person as well.◆

(Pictures of the Lay Pastors Ministry)



Meaning of Compelling



I have recently come to think about the word and concept of Compelling. The dictionary meaning was supposed to be "impossible not to notice." I understand that it's something we must do.

It is believed that external compellingness makes us want to do something internally (impelling), and when we are fully motivated, we move into action. It's not necessarily this order, but it can be easily expressed as compelling, impelling, motivation, and action.

Then where does this "unavoidable" come from! In my case, there are two examples, although there may be many, when I receive two letters of appointment. Everyone must have had these experiences, the one was the Certificate that I am the "Representative of LPM Korea" which was given from

Rev. Melvin of the United States once I started his ministry in Korea. I didn't know it well at that time, but now that I look back, I think I had an external urge to do it. As it became voluntary, and spontaneously over time, it seems to have been in my ministry for a long time.

The other was the "President's Certificate of University" that I received at the Opening Ceremony of Melvin University a few years ago. I've wanted to give up this title a few times, but I also think that the Certificate (a piece of paper) was compelling and that kept me going.

If I add one more, it's time to think about doing [Institute] and then doing [school]. It can be seen that the establishment of a school after continuing to think about it while feeling that it was difficult for the [Institute] to be long-term was also the action of compelling.

I think it is a blessing to move spontaneously from inevitability. There are many cases where its Inevitability is rather annoying, so they quit without progress. Would you like to take it as an opportunity to appreciate it or go to irritation and complaints while feeling burdened! I think this is entirely up to individual choice and

responsibility.

Do you get opportunities only when you are happy? Rather, I think there are many cases where it comes when it's hard. The title of the book written by Rev. Ok Han-heum a long time ago, "The Meaning of Pain," reminds me of again. Perhaps pain is a factor that could be an opportunity. As it is said that many ideas come to mind when it is quiet, creative thoughts may come to mind when we are in a difficult and painful environment.

I read an article the other day, and it was about a famous sculptor who is known worldwide. When he was young, his parents broke up, and he grew up under his stepfather, and he was a drunkard, so he only caused a disturbance at home every day, and eventually he shot his mother to death. By the way, he grew up hearing his mother always say, "I think you have a talent for painting and sculpture," and he remembered that, and eventually he sharpened his talent and became a world-famous sculptor. If we have lived such an unlucky life, we are generally pessimistic and desperate, and I thought that such an environment could be compelling enough to allow him to live a better life.●

Flesh Mob



Seeing is believing

Once we are doing something good, especially for the church, for the people, for the society, people see it automatically.

What that means seeing is believing. Once they believe in what we are doing, they tend to have minds to help us, to pray for us, that is natural as a human being. So, first, they need to see it, of course, hearing it from the third person, that's better than nothing. But definitely No pride, No boost at all. See Dr. Melvin. He has shown us many things, especially through the LPMI NetworkNews. He wrote wonderful articles for nearly 25 years, but never showed us his own pride. That's why Melvin stressed me to make "Newsletter" in the very beginning of this ministry. And I followed his advice for the last twenty years, the MONTHLY newsletter. I found that I made it in the beginning, but soon later the NEWSLETTER led our ministry. That's a really interesting phenomenon, but it was true.

Showing people what we are doing is indispensable, unavoidable and further necessary for the success of ministry.

Without seeing or hearing, they could not help us. They are not motivated at all. That is why communication is important as PACE manual taught, in times of weakness, also in times of strength as well.

To be mission-possible that was given by God, we need many people to be fans for that mission. That is a true and unchangeable strategy. So let them know as much as we can for the single goal, "to glory to God" in this earth through the success in ministry.



Steve Jobs & Bill Gates

We know them already. Steve Jobs was an American businessman and the founder of personal computer APPLE. Bill Gates is also an American businessman and software developer, and founder of Microsoft. I have known Steve Jobs as an Action-oriented person and Bill Gates as Thinking-oriented. Steve jobs was tending to be impulsive but Bill Gates is kind of considerate. Is there anything wrong to these different approaches? No. I don't think so.

But as we know, both characters we need when we are doing ministries. We need BOTH in the end. Steve Jobs changed his style slowly to thinking-oriented later, because he realized that only being impulsive and aggressive were not enough to make it, also Bill Gates realized himself is too considerate to do anything, so he tried to change to be action-oriented rather than killing time too much before taking action. But luckily, both of two were successful in their areas and contributed to the development of life for human beings. What is this to you, students?

Are you Steve Jobs' style? or Bill Gates'? Whatever you are, no need to worry about your original style from birth. Definitely God gave you and you were blessed by your parents. But whatever you are, we need to develop ourselves into a more effective person. Without sharpening ourselves we can't succeed, I mean we can't maximize God's mission, and that's why we need to study in the classrooms formally and also informally outside. We need to pick up learning from both, formally and informally. So only Informal and non-formal learning from outside are not enough. I mean just to get experiences are something scarce, and you will find it soon why.



Are you smart? Do you have wisdom?



Recently, I used to think about these two things. To put it more simply, it is thought that intelligence is innate and wisdom comes by learning. I would also say that intelligence is talked about when children are young, and wisdom applies to older people.

Smartness given at birth is simply what we received, so we gained it naturally. Regardless of that, I think wisdom is learned as acquired. Schools are seen as teaching sites to eventually become wise people and devote themselves to society and humanity. However, wise people give the impression that they are less intelligent. It seems that other people evaluate it that way. They also express wisdom a little as if they have to be smart in this world.

In the past, when I was in seminary,

the dean was an old man who graduated from Harvard, and now that I think about it, he seemed like a 'wise man'. On the other hand, a professor named John was a little young, from Oxford. He was simply 'smart'. He was really strict like a knife. One was someone who studied in America and the other in England. The first one was to understand Asians like us, and the next one was to treat them without any consideration. It came to mind as an example of smart and wise.

I don't know if it will be a bit of a leap forward, but I often see that wise people raise their colleagues, and smart people don't. Let's live together! Or you die and I live? It would be like a knife being on the operating table at hospital saves a person, but a weapon being in the hands of a robber. I even think that smart people are a little heartless. It's been like that since birth, so it can't be helped, but it seems that there's a little bit of that. The best thing is that even from birth, it would be the icing on the cake if you become a wise person through various experiences.

By the way, I can think of another aspect, isn't there a case where the head is bad and wisdom is lacking? This may be a really reckless approach, but it often happens like this. The head is born like that, so it can't be helped. It would be difficult without wisdom. What's worse is that if such a person became the CEO of an organization or institution, it would be really embarrassing. There are people who shouldn't be taught. In this context, I think it is also said to be able to teach, that is, to check whether they are a person who can teach when choosing a small group leader.

This makes it very difficult for people who work with them. If they don't have the right judgment and their personality is not smooth or wise, it is really difficult. To lead an organization or Institution, they need to have the least judgment (brightness), but if you don't have it and become a maverick, it's really difficult. If they don't even have the ability to change, it's serious, but you can't artificially ask them to quit the CEO. Anyway, I think leaders need to think seriously about these things.●

