



# 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

## Wedding march and marriage life (metaphorical)

Wedding march takes only half an hour in Korea, but as we know Marriage life takes many years, and some forever. Also it's honeymoon takes a short period of time, but after that it's tough and real life is waiting in front of them.

There is one monograph which was written by Dr. Melvin called "When honeymoon is over." What that means is after the wedding march, the long and tedious process of marriage life is waiting and the couple's daily life is totally different from the honeymoon as they dreamed.

Some people marry very late because they look for the right partner to the end, so 30's, 40's, sometimes more than late 40's..but still waiting for the right mate, and then people saying to them for comfort, "Every jack has his jill." Which means Everyone has a pair of straws. But this is only lip service as we know.

Let's go back to our main topic. I found once we are launching any ministry, we'd better start "quickly," and then take a "long process."

Some people are in reverse: start too late and then close



down too quickly. I found these people are thinking too much and too long.

I read one article that said, "Most successful people start very quickly but unsuccessful people start slowly." Do you agree with it? I agree 100 percent through my experiences and search others. Let me talk about our ministry, that is the Lay Pastors Ministry. Some Pastors are thinking too

much. I mean to check out many aspects: possible or not, matches to our church or not, what will be its aftereffects, and so on. Even everyone, laypeople are ready to take action, but he is still wandering and thinking continually. In the end, sadly people's motivation is jumping into the bathtubs. Ended badly. Concluded that "our church is not able to do anything, to be growth now and for the future because...."

So my personal suggestion to you, "Start soon, and keep on going, processing longer." Then they will grow, learn, and grow again, then mature..eventually they will reach the goal and land where they decided in the beginning.

Spending too much time before taking action is not wise. Just start right after brief-thought, and go forward, then you will get there.◆

(Pictures of the Lay Pastors Ministry)



# Growth process of friendship



According to the Lay Pastors Ministry and PACE training, it is said that pastoral care contains an element of friendship. I think this is an important concept. However, there is a process in which

friendships grow. First of all, the word friendship (friend) is used to make it like this:

F -- fun to be with. R — relational. I — inspiring. E — encouraging. N — nurturing. D -- devoted

It would also be necessary to ask if the church is doing this.

First, you have to have fun when you're together. You need a "laughing and playing together" companion. The church should provide this atmosphere and opportunity. There are many fun things to develop and look for.

Second, even if it is fun, a deep relationship must be developed (relational). Growing up requires deep love, non-selfishness, etc. This removes fear, and also deep interest from the heart. There must be an intention to be

available to each other. You must defend and support in times of need.

Thirdly, it is the relationship that inspires each other. There is not a single person who is the same. As Proverbs 27:17 say, "The iron sharpens with the iron," one must polish others. We must all be friends who refine and inspire each other in making changes in our lives.

Fourth, encouragement. What do you need when you're in a slump? Even if it's fun and deeply related, encouragement is always necessary. Once, when I attended an American competition, I heard a lecture at the work shop saying that what is essential for giving energy is encouragement. Encouragement is like the sun shining through clouds.

Fifth, parenting. "If you give up your life for your friend..." (John 15:13). Real friendship is a desire to give, give, and give. Parenting comes with sacrifices. You have to make time for your friend, and sometimes you can't do anything else you like.

Sixth, dedication. Proverbs 19:5 show what happens to friendship if you commit incorrectly. "False witnesses will not be punished, and those who lie will not be able to avoid it."◆

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## Issue of 52 weeks of PACE

I published the LPM [52 weeks of reading]. This is a project that I have been dreaming of for a few years, but it has now become a reality. First of all, I published the first and second volumes. And I am currently translating/typing the third volume. I plan to make about two books a year, but I think there will be more than 5 books in total.

This 52 Weeks of PACE aims to send 52 ideas to LPM churches in Korea every year by extracting and translating ideas that are helpful for the ministry in a network news magazine published four times a year by the LPM headquarters in the United States.

When I looked for ideas while looking at 70 (8 pages each, published 4 times a year), I found about 5 useful ideas for each. There is no need for other ministry news, so we only refer to our ministry progress.

Most of the ideas contained here were written by Pastor Melvin. Of course, other people's ideas are sometimes included.

But most of them were the ideas of Pastor Melvin. I made (published) [52 weeks of PACE] and started reading it again. I edited it to read one every week because I attached it as 52. I discovered something I didn't know well when I translated it:

1) First of all, the ideas are fresh. 2) It is necessarily beneficial for the ministry. 3) It's so nice to have English as well.

1) The freshness of ideas is inevitably not cheap ideas

that are used up several times overnight. I spent three months thinking about it and writing it. So it has no choice but to be fresh. Moreover, since these ideas are distributed throughout the United States, Pastor Melvin must have had no choice but to consider them.



And it's not just an essay, it's not just a book that's taken away from it, but it's made up of ideas that are necessary for the ministry after thorough review. It should be a useful resource because it should be delivered to pastors and ministers in charge across the United States and can be used for three months after that.

2) The meaning of being beneficial to the ministry means that you will meet various aspects as you work. Sometimes problems, sometimes leadership, sometimes ministry, mind, etc. Since it deals with all these various aspects, these ideas can be applied no matter what you encounter, so it is beneficial depending on the person using them.

3) Not only 52 translated Korean words, but also English as they are. Personally, I always read while comparing it with English. There may be time-gravitated or summarized things when translating into Korean. However, English was typed and published almost 100 percent. This is because it is possible to study English, develop vocabulary, and reconfirm the original author's intentions.◆

(Pictures of the Lay Pastors Ministry)



# The principles of a flock of geese



It can be said that this is a lesson from a flock of geese. A man named Milton Olson studied the flying of a flock of geese and wrote as follows.

I thought, 'You're quite interested' to see this story everywhere. Last

year, Alabama's hairpin told me this, Gary Mckentosh, a leadership professor at Talbot Theological Seminary, wrote in his book, and Gainetz, a pastor at Texas Fellowship Bible Church, also wrote in his book.

The first is that a flock of geese flies in a V-shape. The geese in front of them transmit power to the geese in front of them. As a result, a 71% larger and wider force is created when flying in a V-shape.

Second, if a goose tries to escape from the line, it will not be able to do so because of the goose in front of it.

Third, when the first geese get tired, other geese take turns and go to the front.

Fourth, geese cry each other and encourage each other to speed up together.

Fifth, if a goose is sick, hurt, or shot, the other two fly with me in the line.

However, this is actually an article written on the premise of Rudduship, and it is used like that.

This is a characteristic of geese, and it is a form of leadership, but compared to our mission (LPM), I think there are many meanings and commonalities.

First of all, the leader group will be responsible for our mission. In other words, it plays a lot of roles while leading from the front, including all of the above. Among them, the role of pastor is very important. Last week, a group of leaders gathered after a seminar at a church. They seemed to sympathize with the importance of the leader group.

For example, it is true that the role of the leader group seeks synergy. It also contains content that urges responsibility for each other. Our mission clearly holds responsibility. Because training presupposes responsibility. And this ministry absolutely needs the encouragement of the homeroom pastor. Encouragement from the top leader is also required at the same time as mutual encouragement from the ministry workers. In addition, our mission requires regular meetings. That is why we are checking whether the mission is going well.

We discovered that we looked like the spirit and appearance of the geese herd, and we realized once again that we needed such a leadership style more and more.◆

## Leadership of a minister

How important is pastor leadership in church growth. And what leadership is needed in modern times?

First of all, there are several views on leadership. 1) 'Leadership in the past is not appropriate in the present.' 2) 'Leadership varies according to circumstances and conditions.' 3) 'Leadership must respond to immediate reality.' 4) 'Leadership does not have any formula, but core concepts must be recognized.'

With this premise, consider the pastor's leadership. Needless to say, how much the pastor's leadership affects the growth of the church is great. In other words, according to his leadership, the church may fail or succeed. There is a saying that the church does not fail. However, it is believed that a church that does not grow is soon failing. It is a consolation if you say that the status quo is maintained.

The meaning that the leadership required by modern pastors is different from the past is that they should be

realistic and specific rather than abstract. First, modern people need encouragement and support. The leadership style of the past and the style of knowledge transfer are not present. Leadership of encouragement and support is needed. The second is shared leadership. In other words, leadership must also be shared. It is not a style that requires, but a style that is shared with each other's agreement. In other words, I wonder what it would be like to call it multi-leadership. It is not leadership from top to bottom, but leadership in horizontal and various directions. And it is exemplary leadership. Of course, servant-leadership is said a lot these days, but rather model leadership exerts a stronger influence.

In this way, modern pastors should demonstrate leadership that can be best for modern people and reality.◆



(Pictures of the Lay Pastors Ministry)



## The result of greed



Dr. Melvin asked me to do two things when I first started my Institute. One is that I can't do ministry for the whole of Korea alone, so make a team and proceed together. Second, make a Monthly Newsletter. He said this was absolute to the progress and growth of the ministry. So these two pieces of advice were deeply embedded in my mind and kept this promise for more than 20 years. But the strange thing is that at first I made a Newsletter, but after a few months I felt that the Newsletter was leading our ministry. There seemed to be such a phenomenon as the ministry gained momentum. I think that writing a Column for a newspaper is a similar phenomenon.

Today, I am going to write about greed, thinking that maybe the Column could lead me. I watched a foreign movie and the title was [House of GUCCI]. The subtitle was "There are currently no Gucci family members in Gucci". The story is that the husband is named Gucci, but his wife orders a person to kill the husband. Gucci, her husband, was greedy, perhaps because he made money well. His house was too big, and there were many luxury cars, which made company executives upset and concerned. In the end, it seems true that greed breeds sin and leads to death.

One time it happened in the seminary because since the president passed his term three or four times and more than 10 years passed, people around began to say that he was doing it for too long. In the end it resulted in a bad of being kicked him out, sadly. I personally know him well, and I was

grateful that he took care of me a lot. Of course, I think this case was not due to individual greed, but rather to the greed of the group we were following.

Like Gucci's case, personal greed is a problem. Also, the group's greed is often a problem. For example, in the case of a large church the pastor in charge has been raising the church bigger so the church members, or elders who were close to him often encourage it to add 2-3 more years even to the age of 70. I think that's also a temptation, but the group's greed is at work. There was a lot of concern around. If he falls for that temptation and does it for two or three more years his honor and hard work he had accumulated so far will end up in vain and there will have been people who are clearly opposed to it. It ends up with a bad result. Even if it is the group's wish, it is necessary to make a decision that it is not.

The first example above is the case of falling for the temptation of group greed, and the latter boldly rejected it, so the current positions of the two are very different. The former is still hearing bad things from the seminary's juniors and denomination and the latter is still respected as a retired senior pastor in the church and is recognized by the church community.

What is greed? Aren't we asking for too much? Some say that they want the best husband, the best wife, the best daughter-in-law, etc. They are greedy. There was someone I know who expected too much about their future daughter-in-law. Of course, it is understandable that their son went to graduate school, studied in the United States and went to a good job in Gangnam, Seoul downtown. However, around the time his son got married, he introduced his girlfriend to his parents, but she was rejected, and eventually the son married the person his parents wanted. Eventually, they

broke up due to one reason or another, and even he had a son, and former wife took the son from him and belongs to former wife due to the opposition of his parents. At this point, I saw him spend years alone, resenting to his parents. It seems to have been caused by the excessive greed of parents.

Greed may also work in our university. We may suddenly have a desire to grow and a desire to increase the number of students. If we are not ready to grow, and we want it to grow suddenly that would be absurd. This is related to financial issues so it is greed to try to over sponsor. The number of students is not suddenly increasing. The current situation and the local is also considered. There are two universities that are already decades old within two hours of our school. Therefore our university which is only two years old is like a baby, so the buildings and the number of students need time. Too sudden attempts are greedy and there is no need to overdo it. It is not something that can be done by a person or group greed. I think it is best to be grateful for the present and to be loyal to what is given.

On the other hand, I think about the relationship between greed and vision. In other words, is it greed or vision? Greed is the starting point of our heart, but the vision is the starting point of our Lord, and I think it is to accomplish what the Lord wants. In other words it seems that there is no problem even if it is developed to infinity because it is given by the Lord. However if greed progresses to infinity, there must be an accident, and we see a lot that greed kills ourselves. In the process of achieving the vision of the Lord, we can accept the daily bread and the necessary positions with thanks and humility. However becoming rich through that vision or pursuing too much honor will eventually lead us to self-destruction.●

# Flesh Mob



## Two powers

People sometimes try to exercise power. Especially in some meetings, groups, and other ministries. But as we know, there are two kinds of power: personal power and social power.

Personal power is the exercise of individual power. However, social power is implemented for the public good. Power for individuals should not be exercised, it causes problems and the results are very negative. However, social power means that it becomes tense, but in the end it brings good results. Therefore, personal power should be avoided as much as possible, and social power should be exercised strongly if necessary.

There must be social power in order for something to proceed and be completed. Perhaps it is a prerequisite for a leader. A given mission, a shared vision, cannot be achieved without this drive (social power).

What the Lord entrusts us to do cannot be accomplished naturally or automatically. There must be intentional strategies and drive, which requires so-called social power. Not for the individual, but for the public good... and even more so if it is the work of the Lord!



## 3H leaders

What kind of leader do we want to make? Simply put, we can say that a leader like Christ is a leader who serves like a Head (a wise leader); a Heart (a person of pure character); and a Hand (a technically serving leader). These three things work in harmony.

What if a deformity occurred among these three things! For example, let's imagine that the head is exceptionally large for someone. Some church leaders are like this, too. They know too much. They have a lot of biblical knowledge and try to submissive people with it.

Another person's chest (heart) is too big, bones are skinny, and head is small. In fact, some church leaders have so strong compassion and emotion that they don't really care about doctrines.

Some people have too big a hand. In fact, some church leaders are not very interested in doctrines or spiritual growth but focus only on service.

However, this is not all bad. It means that harmony must be achieved. The emphasis is on the head's wisdom, the emphasis is on the heart's character, and the emphasis is on the hand is on the leader who serves others. These three things should be balanced and harmonious in the church, and it will be necessary to apply them both to individual development.



## Tension and conflict

There are always two things, tension and conflict, when working with teams in dissection of the ministry. This can be seen as the same aspect as 'difficulties and problems'.

First of all, I think tension is the ultimate and conflict is the negative. Tension is necessary. I think it plays two roles. One is that it can bring about sound change, and the other is that it strengthens the team.

Tension is that it alert members to a change in the good and the good. This always makes them think and wake up. So without tension is like dead. Moderate tension makes you sound.

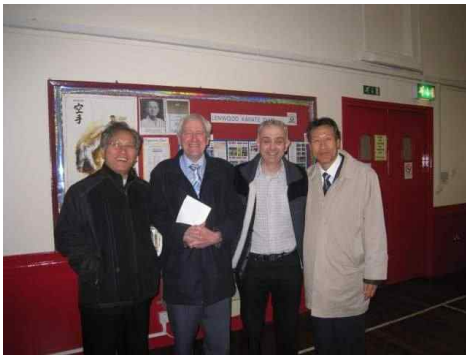
Next, tension helps the team grow stronger. A team has more problems or difficulties than it does in normal times when nothing happens, and when tension builds, it comes together, cherishes, and sees the team work grow stronger. Therefore, tension between one thing and another is necessary.

Conflict, however, is the issue. Tensions can sometimes lead to conflict, but this is the leader's issue. It means that it has to do with leadership. Tensions should not escalate or escalate into conflict.

Conflicts must be resolved quickly. Conflicts arise and are difficult to resolve. When there are signs of conflict, it must be resolved immediately. If the conflict is not resolved, it could lead to destruction and death.



## Old and new



I am now looking at the books I wrote and translated more than 20 years ago. And the Jacks written in the middle and the books I write now, in three stages, the first is from 2000 to 2010; the second is from 2015 to 2017; the latest is from 2021 to 2024.

The first books were the books needed to proceed with the lab; the second are the results of applying them; the books now written seem to be dominated by post-university and future books.

The old books are outdated in content, but they seem to still give you the wisdom you need in the present... and at that time, I again discovered that theory and practical experience had

been the foundation for the continuation of my ministry. This seems to be the hallmark of the old material.

The second stage was when the theory and practice of domestic history were sufficient to some extent, and it was expanded to international ministry. It seems that it was an opportunity for Korean materials to be converted into English materials. Pastor Melvin's original English material was converted to Korean, and it was well utilized in domestic history, and when he encountered foreign students in Korea, the Korean material was reorganized into English and prepared to fit Asian churches. In the past, English was the material of Pastor Melvin, but now it has been made to fit the region of each country and has been used for several years.

Meanwhile, Melvin University was crowned in Kenya, Africa, and now it has been transformed into a university textbook, and it has reached a stage where it has no choice but to think about both school theory and church practice, along with a new outlook for the future. Students like it, but a new approach is needed to apply it to African schools.

Perhaps this stage is not expected to be easy either. The reason is that no matter how good the theory is and how strong the practical aspect is, it must fit into reality, and the so-called situational application is inevitably required. Even if it fits the United States, Korea, and Asia, the specificity of Africa here and the current situation of churches here cannot be overlooked. African churches are likely to take time. Just as Korea took two to 30 years, so will the churches here in Kenya. Practice as well as theory means that it is used directly and reasonably in our daily lives. Perhaps this is a task given to me personally. It has been good in the past, in the middle, and now, but the future is not easily oriented as it seems to require more and more worries, application processes, and technology.●

