



# 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

## To prevent failure

A house built on sand collapses when it rains and winds, and a house built on a rock needs to be built on a solid rock, just as a house built on a rock does not. It is also expressed as a pillar. It means that in order for the house to stand beautiful and beautiful, the pillars must be firmly in place. There are 12 expressions [vision, ownership, structure, calling, equip, responsibility, confirmation, support, fellowship, communication, evaluation, and maintenance]. This should be recognized and taught before the ministry, but it should always be a checklist that can be checked during the ministry.



First of all, [vision] is a hope for the direction and the future, which should be emphasized 'constantly', and in particular, 'necessity'. That's why we need to win the sympathy of as many people as possible. If you repeat it over and over again and emphasize it consistently, people will admit that it's "worth it!" You shouldn't throw a vision once or twice and hope it's planted in people's minds. [Ownership] refers to someone taking responsibility, which, of course, refers to a lay group. They are the groups responsible for the successful failure of a given mission. These are people who are sleepless and agonizing over the success of a given mission. Clearly, someone should be named here (point person). But in a big way, it refers to a group (about 4-8). This means that there should be an appropriate structure for expressing a goal. [Structure] means that it should be made according to the situation of the dog church. In other words, it should be made according to the purpose and goal. [Call] refers to the sense of vocation that one has been called as a minister for a given ministry. Just as a pastor ministries with a sense of calling, a laity needs that attitude. [Equip] can also be expressed as preparation and training, and a training program for the ministry must be prepared. In addition to training before the start of the ministry, continuing training (Ongoing training) is required while carrying out the ministry. However, it is better to keep the training before the ministry short (3-6 months). [responsibility] should be emphasized continuously, because

when responsibility disappears, the ministry weakens. Saints should be responsible as much as pastors.

The seventh is [affirmation], which is also biblical as a compliment when done well. Some people sometimes worry that giving praise will make you cheeky and arrogant, but you should still give praise. In particular, it is said that praise from a reliable leader has a significant impact. Compliments are also a reward. Then it is [support], and pastors must

support through administration and example. This includes data provision and financial support.

If the ministry is ordered and the necessary data are not provided, that is also absurd. [Fellowship] means that the ministry must be shared, updated, and grown together. After the ministry, rest and social things must follow. [communication] cannot be strong without contact-words and words. A given ministry can only proceed smoothly when good communication with the relevant institutions and people is achieved. Usually, problems are often caused by a lack of these things in advance. In other words, it is necessary even in terms of [prevention].

[Evaluation] is to check how the ministry is going. Simply put, it is to ask, 'Do it as it is supposed to be!' Lastly, it is [maintenance], which is a kind of odd job. Reports, regular meetings, newsletters, etc. are made and distributed... However, there are many cases where these trivial things actually determine the success or failure of the ministry. It should also be clearly determined who will do this office work. Regardless of the ministry, there can always be success or failure. Usually, churches fail a lot in their ministry. If you do it too often, the saints will have questions about the church and its leadership.

There should be no failures. In other words, it means that we must prevent them in advance. Always check the above 12 things, and if you see any signs of weakness, you should immediately touch them and repair them. The 12 things are not established at the same time and within the time they belong. Experience shows that it takes 7-8 months.◆

(Pictures of the Lay Pastors Ministry)



## Precautions for twelve pillars



Rev. Melvin suggested that 12 pillars must be placed well in place to prevent (or succeed) failure in the laity society and also in the ministry. This is true that I have already been aware of

several times.

However, the caveat is that you shouldn't skip one or two of them (skip). If you skip it, 1) your success will be limited; 2) you'll have to work more. In other words, it doesn't reach its intended purpose, and the work is that hard.

What is usually a skip? Most people are good at 'vision' in

number 1. The 'ownership consciousness' in number 2 depends on the absolute role of the leader. The 'rescue' in number 3 works well. The 'claim' in number 4 is confirmed over time. However, what you eat well is number 5 'training'. Training requires 'start training' at the [start], 'start training' and 'continuous training' at the [start] but many of these two (start and process training) are omitted. So, the more time passes without the desired result, the more difficult it becomes. Emphasizing six 'responsibilities' is weak. No. 7 'certainty' and No. 8 'support' are weak. No. 9 'teaching' is good. No. 10 'communication' is good. He forgets 11 'evaluation' and neglects 12 'maintenance'.

Anyway, if you skip it, 50% of the energy is lost, and the work becomes twice as difficult.◆

## Problems and difficulties

You can think of the burden of meeting in church history as 'problems' and 'difficulties'. I think this will depend on how people react and cope.

It can be said that [problem] is 'to solve' and [difficulty] is 'to endure'. Usually, people endure difficulties well. Of course, it is often not. To endure difficulties means to endure them, but it can also be said that you adapt well to difficult environments. Anyway, difficulties can be expressed as 'to endure' or 'to adapt well'.

But the next thing is 'solving' the problem. The problem here can also be said to be homework. Of course, I don't mean homework from school. The problem can be 'solving', but you can also say 'you must achieve it and achieve it'.

Here, I find the difference between 'leader and leader', and 'trained and non-trained'. Training can be said to be education. Of course, 'handling difficulties well' is also an

important issue. However, what I am trying to say here is 'problem solving' and 'homework completion'. Even the layman is enduring difficulties, the deputy translator is handling them well, but some distinguish that problem solving belongs to the pastor in charge, that is, the person at the top.



Problem solving requires training and education. This requires excellent leadership. Strong patience is required. Insight that others cannot see must also be developed.

Training and education are necessary. This is because I think this is the key to problem solving. Anyone who only deals with difficulties can never do a big thing. You can't be a big man. Problem solving is a leader's big task. Try to solve the problem boldly. You develop into a better leader!◆

(Pictures of the Lay Pastors Ministry)



# The laity and the theology of the laity



While giving a special lecture this summer, I thought about the difference between 'Lay theology' and 'Lay Pastors Ministry'. What is the difference between Lay theology' and 'LPM'? And what is the relationship? And what is the meaning of the

pastor's care that we are promoting.

First of all, I think the big difference is that lay theology is about the question of "who is the laity?" The LPM is about "what is the laity doing?"

Literally, lay theology should be used and taught in seminaries. However, what is used in the church should be the Lay Pastors Ministry'. Our institute is an institution that exists for the church. Therefore, of course, the 'Lay Pastors

Ministry' should be emphasized.

However, it would be very good if the laity society presupposes laity theology. However, it still seems that the 'lavery theology' itself has not been resolved in the seminary. This is unfortunate.

Now we are in the first stage of development and transformation from a research institute to a school. However, we try not to deal with the 'theology of the laity' as much as possible. Because there is so much work to do and there are a lot of things to teach in the 'Lay Pastors Ministry' alone. The current and current approach is to deal with only a part of the iceberg. Our research institute and school's hope is to deal with the entire Lay Pastors Ministry. Perhaps, I think it is necessary to attempt to illuminate, develop, and approach the entire church through the prism called the Lay Pastors Ministry.◆

## PACE and PACElogia

One of our staff (Pastor Park Jin-seok) has developed PACElogia since last year and is almost in the final stage. Facelogia is an extension of the face, and it was decided because this term is best while some of the staff were sitting and talking. Now, it is being upgraded to PACE Portpolio. As you know, I think logia is a term that is given when talking about academicity in the meaning of logic.

Facelogia is an extension of the two characters of face, and as I study and apply face, it is a (PACE) lifestyle. Face is simply a tool of pastoral care created by Pastor Melvin and his team, but it should not stay there and permeate the entire lives of believers. At the same time, 7 were expanded to each initial to develop 4X7=28.

For example, to pray, you must have a Prayer, and a path will be found..., etc. Pastor Melvin and Hair Palmer have heard examples of this kind once or twice, but they have not been completely systematized like Pastor Park.



Following the development of the 'system' by Pastor Jang Jae-kwang, the head of the training team at the institute, this pace of development seems to be improving further. This is a natural progression, and I think it is appropriate at the time to change the transformation into a school.◆

## Melvin's Video Lecture



Pastor Melvin sent congratulatory messages to the 2004 domestic competition in a video tape. Of course, I asked you to send me the manuscript, so I summarized it here.

First, God is doing something new. Of course, Isaiah 43:19 is cited, and God has raised the LPM and is spreading all over the world.

The second is that the ministry is returned to the laity. The ministry is returned to the laity. That way, the role

changes naturally. The role of a pastor is to equip the Saints, and the role of a saint is to become a ministry. In this case, we talked about four things in detail: 1) Ep4:11-12, biblical teaching; 2) Classical 12:1, spiritual gifts; 3) to do your ministry.

The third is that you become a member of the ministry. I've talked about it in a few places, but the Korean church does not yet have the concept of 'a member of the ministry'. There are pastors who reject the term of a member of the ministry, so... What a good thing to say! If this happens, everything will be different for the church.◆

(Pictures of the Lay Pastors Ministry)



## Two forms of repetition



ministries should be implemented repeatedly. First of all, they suggested the best leadership, interest in people, promotion regardless of reality, focus on one goal, continuous training, and technology utilization.

I applied this principle while establishing Melvin University. In the first, I turned the wheel of establishing Melvin University three or four times by myself, but soon after several people joined and turned it together, and at some point, as if it were an automatic turn, I arrived at the end of the school without difficulty. How important repetition is, and when the circle of repetition continues to be turned, energy is generated and the elasticity of the wheel is used to achieve the desired goal. The word momentum is created when many moments are gathered, so if you continue without stopping, energy is accumulated.

For example, it is important to continuously repeat several keywords, several major strategies, or several major values in any ministry. While mastery is not achieved, not only energy accumulation and know-how development, but also resilience are increasingly attached, so that you can achieve small things at first and then do bigger things in that way.

In my personal experience, leadership, vision, focus and concentration, data development, new knowledge acquisition, etc. will be the main factors. If you keep doing this, you will eventually become a big energy and overcome your limitations if you continue with the image of turning a big wheel.

Our task is whether to complete the training in the local church in a straight line to receive and finish the course, or to release energy and create synergy when the time comes, reminiscent of the image of spinning the training content and process.

Long-term ministry will require a large wheel that includes several, and short-term ministry will require a wheel that is concentrated in three or four. Small ministries will include several elements and fewer people will be mobilized, but this wheel image will be the same.

Repeating the same thing in a wheel image is an absolute necessity of a leader's good leadership. Non-leaders may first wonder "What's wrong with him?" but after some time, they eventually understand why. Perhaps the responsibility for success lies with the leader.●

It's true that you have to repeat it to master anything. But some things you just have to repeat the same thing. For example, if you listen to an English sentence hundreds of times, you just memorize it. This is something you've done a lot when you were young. It's a simple form of memorizing, remembering. The other is to repeat it hundreds of times like spinning a wheel and making a circle because there are several themes when you work in a ministry. The image is of spinning a wheel by hand.

For example, let's say you spin a heavy metal wheel. At first, it's hard. But if you keep spinning it three or four times, it's hard for us to turn it by hand, and eventually it's hard to hold your hand as it automatically turns at a speed of 6-70 km/h, and from then on, it continues to rotate with so-called elasticity. It makes sense enough and must be true.

For example, according to Stanford University professor Jim Collins, several

# Flesh Mob



## Limit of Theological School

Usually, when I guide pastors through seminars, they often say, "I should have learned this in seminary." However, this is wishful thinking, but it is actually unfair and unrealistic. There are a few things to think about in the category of seminary. You have too much expectation for seminary. So what reality should you admit:

1) First of all, the responsibility of the seminary is not to teach the necessary skills in the future pastoral field, but to make students interested in studying, want to learn more, and further learn the skills to learn.

2) Second, it is unrealistic and irrational to expect seminary schools to teach leadership or strategies for change. The crathroom of a seminary cannot be expected to be provided with what it needs for herding. It is like this case. For example, "politics" can be taught to students studying political science, but it is difficult to teach them to be "politicians." It is the crathroom of the seminary that "theology" is taught but cannot be taught to be "a pastor."

After all, practical skills are not a problem to be solved in the seminary classroom. It can be solved in the pastoral field or, furthermore, in a parachute training institution. That is why lifelong education, parachute ministries like us, or institutions are created a lot. There are hundreds of them in the United States, and Korea will be born rapidly. No, in fact, they are being created. Because the needs of the pastoral site cannot be brought out from the seminary, so it is the job of these institutions to meet them.



## Double concept

Dr. Melvin's ministry has a double concept, that's Lay Ministry and pastoral care. It caught my attention because these two concepts are different worlds, but Dr. Melvin put together. I think this is the wonderful work of Dr. Melvin.

Most of the theological schools have two courses differently, and two professors teach on each of them, that professor on th Lay Ministry, and professor on the pastoral care. And also pastoral care here is clergy pastoral care in the seminary, but Melvin made wonderful harmony, wonderful combination. So when people in the church are doing this ministry, it has one coin, which has two sides, Lay Ministry and Lay Pastoral Care.

Only one concept is not enough for the Lay people. I will tell you one illustration. One church had Lay ministry for 10 years, that's from Ephesians 4:11~12. By the way, the congregation couldn't understand what their pastor preached and taught because Lay Ministry is only concept but no practice. Most people hatched what he was talking about? We can't get what that mean, yes we got what he meant, but how to do it?

By the way, through our conference on Lay Pastoral Ministry, finally they understood Aha, Lay ministry was Lay pastoral care, that's PACE, which is developed by Dr. Melvin.

10 years of only concept, but one night they opened eyes, it's practical scription was PACE. Since then, they have done this ministry successfully for 15 years. That was Hallelujah church in Seoul, Korea, and its congregation was 7,000 people.



## The bad attitude of overhearing

Human beings are interesting animals. We tend to enjoy overhearing other people's private information. Even lay pastors are prone to do this thing. They were trained to be careful not to do so, and keep the confidentiality, but unconsciously they do it. Why do we make these mistakes over and over again?

Some have these characters once they are born. I found it from some people. And some have these from the past experience which they learned how to handle people, or to manipulate for now or in the near future. It's kind of a misuse of that information.

So..how to communicate or relate with these people? That's the issue here. It's not easy to be friends with those overhearing people. But we couldn't stop them, blame them in the face of them.

As we are PACER, we don't need to over- concerned about others' privacy, private information, and then need to get empathy which means we wear their shoes on my feet. Try to be on the same boat with them, but whatever we try to be with, without their point of view we never understand the others. If we don't, we are only the third person. That's a limitation, and true as a human being. Just let it be there, and pray for us, for them. Do you have any good ideas on this issue? Let me know. As we guess, we need a large amount of training and self-discipline on this matter.



## 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.●

