



# 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

## Ministry Leadership Group

THE MINISTRY LEADERSHIP GROUP IS INDISPENSABLE TO A SUCCESSFUL LAY PASTORAL CARE MINISTRY IF YOU PLAN TO PROVIDE GRASS-ROOTS, ONE-ON-ONE, CONTINUING CARE OF GOD'S PEOPLE THIS GROUP WILL CONSIST OF 4 TO 12 PEOPLE WHO SHARE THE VISION FOR THE LAY PASTORS MINISTRY AND ARE COMMITTED TO CREATING, IMPLEMENTING AND MANAGING THE MINISTRY THEY HAVE 'OWNERSHIP' OF THE LAY PASTORS MINISTRY. IF IS CALLED "GROUP" BECAUSE IT IS TO OPERATE AS A "SMALL GROUP" ORGANIZED AROUND A MINISTRY; BONDING WITH ONE ANOTHER, CARING FOR EACH OTHER, GROWING TOGETHER IN THE LORD, SHARING LIFE AND PRAYING FOR EACH OTHER, AS LEADERS OF THE LAY PASTORAL CARE MINISTRY OF THEIR CHURCH, THEY PASTOR ONE ANOTHER.



AS A MINISTERING GROUP WITHIN THE CHURCH, IT IS ACCOUNTABLE TO THE APPROPRIATE PERSON(S) AND IS RESPONSIBLE FOR THE ORGANIZATIONAL STRUCTURE, SPIRIT, QUALITY, EFFECTIVENESS AND ONGOING SUCCESS OF THE LAY PASTORS MINISTRY. ITS OVERALL CHARGE IS-TO GREATE, IMPLEMENT, OVERSEE, AND MANAGE THE MINISTRY. IT DOES THIS BY;

1. DESIGNING THE ORGANIZATION STRUCTURE;
2. SETTING POLICY AND PROCEDURES,
3. PLANNING AND IMPLEMENTING THE START-UP,
4. MONITORING AND GUIDING THE MINISTRY; AND
5. MANAGING ALL PHASES OF THE MINISTRY THROUGH THE YEARS.

FORMATION; (See pages 56-59 of Can The Pastor Do It Alone?)

1. Draft Qualifications. (Note that Moses, the apostles, and

Paul had qualifications for people they chose-Ex. 18:14-27, Acts 6: 1-6, I Tim 3: 1-13).

a. Committed.....to Christ and the church, also their readiness to commit themselves to the group.

b. Mature.....having proved themselves in faith, relationships and ministry

c. Available..... not overly committed to other ministries or activities. Their life situation must permit time, energy and

sustained attention to this ministry.

d. Creative... able to combine traditional methods and forms with emerging principles to create a new ministry. Able to release their hold on how things have been done before and how others are doing it. It helps to be imaginative.

e. Communicative....ready and willing to talk, can express themselves bravely and clearly. Neither aggressive nor passive, but assertive in handling competing ideas or proposal. Can comprehend and verbalize abstractions and concepts.

2. Select the people.

a. Pray, expecting God to guide you to people who are to participate, remembering that jesus prayed all night over his list (Luke 6:12-16).

b. As you share your vision with individuals, log the names of those who are likely possibilities for the group. Consult other staff members, church leaders or others who are in sync with your vision about whom they might suggest

c. As far as possible select people with differing gifts, personalities, and experiences. ◆



3. Contact the people
  - a. Communicate by letter or other means to tell them they have been selected to be a member of the Lay Pastors Ministry Leadership Group. Share the vision. Ask them to pray about it. Tell them you will phone to arrange a time when you can meet to talk about their acceptance.
  - b. As you meet;
    - 1) Share your vision. Tell what you believe the ministry will mean to the members of your church.
    - 2) Explain the purpose of the Ministry Leadership Group.
    - 3) Clarify goals, expectations and commitments.
    - 4) Pray together about their response.

MINISTRY LEADERSHIP GROUP TASKS (Position accountability write-ups)

**1. Group Leader**

- a. Leads and guides the Ministry Leadership Group in its life together, the "small group" feature of the MLG. The chief concerns are encouragement, support, relationships, attendance, participation, focus, and nurture of the group.
- b. Plans for the time and location of the meetings, and in consultation with the Ministry Leader, establishes the agenda for the meetings.
- c. Leads the worship, nurture, personal sharing, and fellowship portion of the meeting, (The Ministry Leader leads the ministry business portion.)

**2. Ministry Leader**

- a. Leads and coordinates the Lay Pastors Ministry in all phases. Phases include:
  - 1) Developing and implementing the ministry.
  - 2) Calling forth, equipping, commissioning lay pastors.
  - 3) Communications to Lay Pastors and congregation.
  - 4) Ongoing equipping of Lay Pastors.
  - 5) Periodic evaluation of the Lay Pastors Ministry.
- b. Works with the Group Leader to establish the agendas for the meetings

- c. Provides ongoing liaison with the pastor and/or official board, church staff, church, and the Regional and National Lay Pastors Ministry network.

- d. Leads and guides in the administrative and organizational functions of the ministry such as manuals, minutes, records, lists, correspondence, budgets, etc.

**3. Secretary**

- a. Records the actions of each meeting and promptly provides copies to all members and others who should be kept abreast of actions.
- b. Prepares and distributes meeting notices and other information.
- c. Processes incoming and outgoing correspondence.
- d. Establishes, maintains, and retrieves records, lists and other materials essential to the ministry.

**4. Communications Coordinator**

- a. Edits and publishes a newsletter for the lay pastors and others who are to be informed of the activities.
- b. Writes or arranges for articles, notices and other items for the Sunday bulletin and church newsletter which will inform the congregation, create a favorable image of the ministry and promote its interests.
- c. Coordinates the communications interface and exchange of ideas with lay pastoral care ministries in other churches, the Regional organization, and the National Network(LPM).

**5. Calling Forth Coordinator (Recruiter)**

- a. Provides information to the congregation regarding the need for lay pastors and the way people can enter the ministry.
- b. Organizes special meetings, or portions of existing meetings, for the purpose of identifying, informing and recruiting lay pastors.
- c. Coordinate the plans to preregister people for the equipping seminars.
- d. In general, be responsible for a regular flow of people into the Lay Pastors Ministry.◆

**6. Equipping Coordinator**

- a. In consultation with the pastor, ministry leader and others, determine the content, agenda, and time span of the seminars and secure the teachers.
- b. Arrange for facilities, location, equipments, materials, meals, schedules, etc. for the equipping seminars.
- c. Work with the Calling Forth Coordinator to preregister people. Arrange for greeting registration, name tags, and distribution of materials at the seminar.
- d. Develop plans for ongoing equipping.

**7. Koinonia Coordinator**

- a. Recognizes the need for affirmation, celebration, motivation, and the bonding of people doing ministry.
- b. Provides for interacting fellowship and social experiences for the Ministry Leadership Group and the Lay Pastors at the regular meeting and other times.

**8. Evaluation Coordinator**

- a. Design or discover evaluation instruments and use them to periodically evaluate the Lay Pastors Ministry in terms of goals, objectives, purpose and expected results.
- b. Leads in interpreting the evaluation and making decisions for ministry enrichment or corrections indicated by the evaluations.

NOTE: Two or three of these roles can be combined when there is not a sufficient member of group members to each take one. ♥♥♥ Written by Melvin



## Nike's Brand Designer



I (Byeong) recently read a book by Nike Brand designer Greg Hoffman. [Emotion by Design, Copyright 2022]. This book contains almost biographical content, but the point is that in the end he is a professional lecturer, focusing more on how to be creative and how to help others to be creative. He became a lecturer who helps people.

At first glance, Hoffman was not purely American, but rather a South American. In other words, he must be a South American. It is because of his appearance. But it turns out that his father was black and his mother was

white. He was eventually adopted by a white family. It seems to be common in the United States because there are so many immigrants. Anyway, if you look at Nike's models, you see that they are almost black or South American, especially because they are sports-related brands, they are treated in black and white, giving a strong impression. Perhaps, his own backgrounds gave the Nike brand a strength. Moreover, since black players were popular in soccer and baseball in the 7th and 80s, many black players naturally appeared as models in the Nike image.

As a child, school teachers and American adoptive parents were often told, "You are a great artist." He also went to a drawing college and a painting tutor often visited his house to learn.

To tell you some of Greg Hoffman's

reasons for his success, first of all, there was the encouragement of his parents in elementary school, the encouragement of his supervisor in college, and the encouragement of his friend.

Furthermore, it seems that maximizing his weaknesses (African-American) positively helped him to be the best in that field. And the timing seems to have played a role, too. In other words, it seems that people has satisfied because he provided what they needed in a timely manner. It is a case where supply and demand are right.

Lastly, it is considered the peak of success that he focused on distributing his success secret (the process of becoming creative) to many people. Some people are reluctant to give away their know-how or secret to others. However, in Greg Hoffman's case, giving away seems to have made his success longer-term.●





# Flesh Mob



## Both side of coin

Everything in life has both sides of the coin. For instance, as always, knives are used for cooking correctly but incorrectly they can be used for people. Such as words we use affect two aspects: correctly and positively; and sometimes incorrectly and negatively.

Even if there were good intentions, its results are totally different. Once we talk about something, a little private thing to a trusting person, they misunderstand, more correctly, misuse or abuse what I said.

So good intentions but bad results.

Sometimes we want to share our luck or good news to a close friend, then their response is odd, and a little hurt. So one day I have decided that it is much better to not talk than to speak.

Naturally people are different, especially their opinion, so better to be careful once we open up about serious things.



## Confidence vs Competence

These two are totally different words. Confidence means I believe in myself. That's am I confidence in me? But competence is about our ability to do it or to manage it successfully.

For me, sometimes I think of myself as a competent person, because I can do and solve problems nicely, which means I am able to do any given task.

By the way, some people might think they are competent so they are confident in themselves. Once they are competent they believe in them. That's no problem at all.

What I questioned here even though they are not competent but they have Confidence on themselves.

So we need to prepare endlessly to be a competent person, then we can get confidence in ourselves. And if we are competent, confidence will be in place automatically. Sometimes people misunderstand that without competence they are confident in themselves. That's overacted, isn't it? Without competence they are going to be the leader of a team or organization. So they are inept at the given job.



## Difference of Senior Pastor and Lead Pastor

Traditionally we call a senior pastor the top pastor at the church, it implies he has the whole power, literally the pastor in charge.

But in the dictionary, senior pastor is someone who is retired but attending the same church where he worked for many years. So basically calling "senior pastor" to the pastor in charge presently is wrong.

Anyway what I am saying now is about Lead Pastor, mostly churches in the States are using it. Nuance is also slightly different. The Senior Pastor symbolized power and authority, especially in the Korean churches which are stronger than in other countries. In other countries, they called him "pastor of 00 church," but in Korea we call "senior pastor" of 00 church. Giving them more authorization, so people literally respect and threaten him.

By the way, today in the States, mostly saying and calling them "lead pastor." Pastors introduce themselves with this nuance. So it gives them there are many pastors in the church but he is lead pastor. There must be no ladder as level.

But once we called them senior pastor, there must be chief assistant pastor, assistant pastor, associate pastor, and youth pastor, so on..that's a hierarchy system even among the pastor's team. In some sense it's good for the order of the church but the time today it doesn't work.

## Adversity Quotient (AQ)



We have often said IQ (Intelligence Quotient) and EQ (Emotion), but I recently learned the term AQ. (Adversity Quotient). In short, it says how well we endure adversity in our lives. Perhaps it means that obstacles should be turned into opportunities. I saw a website called "peak learning," which has a similar concept, and I was interested in the content. Since the peak here means the top of the mountain, it was named peak running because there were hikers, people who quit, and people who reached the top of the mountain. It seemed to mean learning how to get to the top of the mountain. And they use the adversity quotient.

They said the IQ and EQ era is over, stressing that we now need an AQ that tells us how to deal with the adversity ahead of us. Then they made a ladder diagram showing starting, quitting, climbing, and reaching the top of the mountain. And they said it depends on

our AQ. The subtitle of the ladder they developed was "turn obstacles into opportunities." They expressed that there are three things. Those who quit from the beginning, those who quit in the middle, and those who go to the top. This was described as low AQ, medium AQ, and high AQ.

This reminded me of a book called "Grit," which focuses on "perseverance." "Grit" and "Perseverance" are all used in the same meaning. In other words, maybe AQ, Grit, and Perseverance are all the same concepts. The question is how to reach the top completely. As mentioned above, those who climb the mountain will be classified as those who quit from the beginning (Quitter), those who stop in the middle (Camper), and those who continue to climb all the way (Climber). The first two cases will have their own reasons, just as there is no unprovoked tomb. It may be because of economic problems, family problems, or social problems, etc. They are categorized here as "high AQ (keep going)," "medium AQ (get off midway)," and "low AQ (I'm tired)."

There is always adversity in our lives in any way. There may be cases where people go through it from an early age, when they go through it as adolescents, when they get married, or when they get older. How well we can withstand these adversities and rather it can be a support and opportunity to make a comeback for the rest of your life. I heard recently that a couple who had been married for decades had divorced. Whatever the reason for the divorce, the reality is reality. I've thought about two things. How will both live? So called, people with a high AQ will stand up, and those with a low AQ may collapse.

Is there any room to learn anything more through adversity! A research institute conducted a survey of 1,000 people, those who suffer from disabilities. The question was, "If I had a drug that would cure your disability, but it makes you lose everything you got from adversity, would you take it?" "What do you think, reader? How many people took the medicine? Some organizers in question expected 90 percent to eat, others 75 percent to eat. They asked a thousand people again, "Would you like to take the medication?" and no one took the medicine, which was completely unexpected.

After all, adversity in our lives is difficult, but people don't want to completely erase from memory what they have learned and gained in the process.●

