



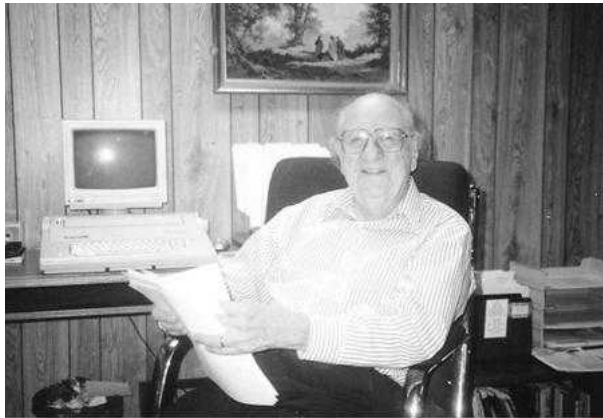
Lay Pastors Ministry with PACE

Lay Pastors Ministry is the system of congregational care by lay people which is founded by the late Dr. Melvin in 1978

Do you know what your are doing?

(Do you know who you are?)

SOMETIMES A PERSON IS SERVING THE LORD BUT IS NOT IN TOUCH WITH THE TREMENDOUS DEPTH OF THAT HE OR SHE IS DOING. TO KNOW THE INCARNATIONAL NATURE OF "WORKS OF SERVICE" IS TO BE INWARDLY CHARGED WITH VISION, COMMITMENT, ENTHUSIASM, PERSEVERANCE, AND JOY IN MINISTRY. KNOWING THAT JESUS IS IN YOU AS GOD WAS IN HIM CARRIES YOU FAR BEYOND THE IDEA OF VOLUNTEERING TO DO A TASK. IT EVEN CARRIES YOU BEYOND THE OBEDIENT ACT OF ANSWERING HIS CALL TO USE YOUR SPIRITUAL GIFTS IN MINISTRY. KNOWING THAT JESUS IS IN YOU HELPS YOU BELIEVE THAT YOU ARE JESUS' ARMS, HANDS, FEET AND HEART FOR OTHER. ACCEPTING THIS BIBLICAL TEACHING HAS TREMENDOUS IMPLICATIONS FOR LAY PASTORS.



by the Father.

SECOND - Jesus is in you just as the Father was in him.

THIRD - When people see you, hear you and touch you they are seeing, hearing and touching (or being touched by) your Lord.

FOURTH - As Jesus remained close to the Father you are to remain close to Jesus. He is the

source of your spiritual life, your love for and success in ministry. Don't go it alone!

The reality of the continuing incarnation must be learned, i.e., known theologically and experientially. To truly know this requires a paradigm shift, not just taking in the information.

"Metanoia" has to take place - a shift of the mind, an awakening, a recreation of the self, a transcendence of the mind's normal comprehensive capacity.

The word metanoia is not found in many modern dictionaries but is a very useful word to help understand what we mean by "learning" or "paradigm shift". the word is Greek, combining meta, which means "above" or "beyond" as in "metaphysics", with noia, which means "mind." Senge writes in **The Fifth Dimension**, "To grasp the meaning o metanoia is to grasp the deeper meaning of learning, for learning also involves a fundamental shift or movement of mind Learning has become synonymous with taking in information Yet, taking in information is only distantly related to real learning." His example makes the point clear, "It would be nonsensical to say, 'I just read a great book about bicycle riding-I've now learned that!'" ♦



TO SEE JESUS IS TO SEE GOD

To look at Jesus is to look at God. Jesus said, "Anyone who has seen me has seen the Father. How can you say, 'show us the Father'? Don't you know that I am in the Father, and that the Father is in me?" (John 14:9 & 10) Again, "When a man believes in me, he does not believe in me only, but in the one who sent me. When he looks at me, he sees the one who sent me." (John 12:44 & 45)

IMPLICATIONS FOR LAY PASTORS

This almost unbelievable truth has tremendous implications for lay pastors! They are:

FIRST - You are being sent by Jesus just as Jesus was sent





Real learning makes it possible to see something in a way we never saw it before. Real learning enables us to do something we were never able to do before. To truly learn the teaching about the incarnational reality, Jesus in us, gives us a brand new perception of what it means to be a follower of Jesus christ and to be doing the ministry he called us to do.

To learn this greatly deepens the caring activity and

effectiveness of Lay Pastors in these four ways;

1. They keep in close touch with Jesus as Jesus kept in close touch with the Father.
2. They have a servant mind-set, for Jesus was a servant.
3. They realize how greatly important P A C E is;

Prayer - Jesus prayed. "He looked toward heaven and prayed." John 17:1

Available - Jesus was available to people. "A man with leprosy came and knelt before him. . . ." Matthew 8:2

Contact - Jesus took the initiative in contacting his people.

"Early in the morning, Jesus stood on the shore . he called out to them . . ." John 21: 4 & 5

Example - Jesus expected to be an example. After washing his disciples' feet he said, "I have set you an example." John 13:15

4. They feel accountable to Jesus for what they do and how they do it. Vision, motivation, perseverance, faithfulness and excellence flow from the inner sense of being personally accountable to him

A FINAL THOUGHT

The ultimate expectations nourish the spirits of lay pastors who are learning and living the reality of the continuing incarnation, highly motivating them to press on:

1. Hearing Jesus words, "Well done, good and faithful servant . . . come and share your master's happiness" (Matthew 25:23) and,
2. Receiving the future bonus, "When the chief shepherd appears, you will receive the crown of glory that will never fade away." (1 Peter 5:4) so, this is what you are doing, who you are and why you are doing what you are doing; being the body, feet, hands and heart of Jesus to your people. "He who receives you receives me." Matthew 10:40◆



Values and actions



LPM/PACE has several value statements. For example, Lay Ministry, what they have, commitment, growth, ministry, and networking. In any organization, leaders often spend a lot of time creating and modifying vision, mission, value, and purpose description. As a result, there is often not enough time to align existing values with visions.

Upon closer examination of successful developments as a visionary organization, we find that rather than making complete "statements," they focus considerably on aligning them. What are our core values? What are our fundamental reasons for existence? What do we aspire to accomplish? so on. Trying to answer questions about these things is by no means a waste of time. In fact, these are very important questions, because they are about having a vision and a future for the organization.

But in fact, the term vision is overused and, on the other hand, less understood. A vision is a mixture of three basic elements: 1) the reason for an organization's existence (expressed

as a mission or purpose); 2) the unchanging core values; 3) the big and bold thing that makes us aspire to the future (which we will eventually achieve). Among these, the core values are the most important and should be emphasized endlessly.

It is good to understand the basic concepts of vision. However, there is a big difference between having a vision statement in an organization and becoming a truly visionary organization. The difference depends on creating the alignment - sticking to the organization's core values, strengthening its objectives, and stimulating its progress toward its aspirations. When we align ourselves at our best, visitors from other places are absorbed into the organization and witness that the vision is not just written in words.

In fact, when you look at great organizations, they didn't have a vision statement at the start. They usually started with strong personal core values, went on endlessly, and had an amazing ability to turn them into specific mechanisms. For example, an organization is always mindful of core values - seeking innovation, protecting creative team members, and solving problems in ways that improve people's lives. This is what defines the organization and instills its soul into it. But more importantly, it is also in its ability to continue to breathe these principles into life and create mechanisms that turn them into actions. In this case, even if there is no formal Statement of Value, everyone

inside/outside the organization becomes familiar with it and knows how it works, even if it does not necessarily have a formal Description of Value.

Alignment has two parts. The first is to check and correct the misalignment. The second is to create a new alignment, which means softening the rough surface. The first is to check and correct the misalignment, which means looking around the organization, listening to opinions, and asking questions while talking to people. For example, "If this is our core value and this is our fundamental reason for existence, what are the obstacles along our way? For example, many organizations say that they respect and trust people who do the right thing. But they often weaken such statements by doing X, Y, and Z.

Therefore, we need to create an atmosphere where we identify and eliminate these misalignments. This means that when people work, they see that they don't match the organization's core values. You might want to pick a few people and try to tell them some of the things that don't match their core values the most. Even if you say three or four things each, dozens of misalignment can be found. We can see some of the most serious misalignment. So, how do you make the new misalignment? One is to get rid of the misalignment that exists but needs to go away. Another is to make something that doesn't exist yet but needs to exist.●



Flesh Mob



Newly eight Chartered Universities

I looked on the internet and found that last year, 2022, eight universities in Kenya are fully accredited, chartered by the government. There are a few stages to be formal university: degrees process and Accreditation stages

First degree process has four levels: Short term course, Certificate Course, Diploma course, and Degree course. Melvin University has gone through this process after Inauguration, August 14, 2021. They were three months, one year, two & half years and four years. We have actually experienced the last two years. Now BA course is going on.

Another one is accreditation stages: Before the formal opening ceremony we use a private accreditation agency, and they help us to do short term and one year courses. We pay them and they work with the government closely. And the next stage is to get an Interim letter of Authority (takes two years to get it). We are now on this stage. And the last and final stage is to get a chartered university (take around ten years to get). We are headed for this, so need ten years to go.

So to be a chartered university takes many years and needs enough infrastructures and enough students, that's why it takes around ten years after Inauguration. So when I got info that eight universities were chartered last year, it's really marvelous, and I murmured to myself how difficult they had gone through.

It's a challenge for me, and also we need to take more than 10 years, A lot of challenges are ahead of us, and More prayer, stronger minds, also need to be more humble.



It takes ten years

As we know, all experts, and being a professional in some area, take many years.

For instance, sometimes we see on TV, and famous dancers say it took ten years to be the level of dancing. Fluency in Morse Code also takes ten years to be mastered.

And Olympic medalist, Chess grand masters, concert pianist, PGA golfers, and Choir conductor, so on...every one took many years up to that level, that position.

Ten years are approximately 10,000 hours if we practice 3 hours daily. As we heard 10,000 hours' principle. Everything including language mastered needs that long, which is 3 hours a day, and can last 10 years.

My case is the truth. I have practiced English speaking and listening, even grammar, syntax, and so on. More than 10 years, definitely every day. Let's say I have begun the practice since 2nd year of seminary. My age was probably 28. Now I am 68 years old. Still working with English every day, Going on 40 years. Still, I am thinking I have not mastered English.

After all, deliberate Practice is the answer to what we want to master in a certain area. Intentional, purposeful training and practicing is solely the answer.



Life cycle of Leadership

As we know there are cycles: For instance in season, spring, summer, fall, and winter: for human, born, older, sick, and dead: and business, start, climb, plateau and downhill.

There is also a life cycle of leadership: early stage, middle, and late. So to proceed with my leadership cycle in this ministry? Let's say:

Early times: vision. I had a burning heart at an early stage. To start up, I couldn't think of anything because of concentration on my tasks. It was given to me in one morning, so my vision was clear, and I kept them constantly. I was happy to do it.

Mid-times: development. It was just following up eras and continuation. Our ministry was growing and everybody, pastors, laypeople, others. We were satisfied with what we're going through.

Late times: gracefully. For now, I am 68 years old, and gracefully, Melvin University is running smoothly. And I am thinking my ending should be ended gracefully, blissfully, and calmly

Understanding and persuasion



Any group, team, or church needs both of these. It is often a bestseller in many books, such as *The Art of Persuasion*. This is bound to be a different tension from ordinary conversations. It is an inevitable process, especially for big changes or new project attempts. Recently, I was persuaded and persuaded to work at school. I also rejected some suggestions. All three were not easy. Perhaps there was a little hurt or misunderstanding about what I persuaded.

First of all, what I persuaded was that a project was essential, but the other people did not understand. It is financially helpful for schools. For schools in Africa, the most urgent thing is financial. If it is in place, it is necessary to try anything, unless it is stealing. Eventually, after persuasion for about an hour, it was agreed to proceed. In the process, I sensed this time that myself, that is, the person who proposed the project, could also

be hurt. If you don't get agreed right away, you may feel exhausted and tired and reluctant to do it. You may worked hard to conceive and research for a few days and made a nearly completed proposal, but if people disagreed, the person who is victimized can be a big or small wound depending on the situation. This time, I tried again to see how difficult it is to persuade others.

Another thing was that I had to be persuaded. Listening to it, it was so absurd. It was about adding school members. At first, I didn't understand well, but after hearing more information, I accepted. It was regrettable that if I had given more detailed information from the beginning, I would have understood it sooner. The vice-president of the school had completely opposed it and the other lead professor had strong negative thoughts because of the lack of information. When I gave more information and talked to them, they both said they understood more.

This stage of understanding and persuasion is inevitable for all new ministries and projects. Understanding others seems to play an important role in improving each other's relationships and building trust. To understand others, it is important to focus on their stories, and it takes an effort to empathize and understand, but everyone seems to have a desire to be understood about their feelings and experiences.

It would be better to have a view of understanding rather than excessive criticism. Everyone acts and speaks based on their background and experiences. We will also fall into this. I think it is important to explore their thoughts and opinions through more questions in order to understand others. It is cumbersome to ask more questions, but if we need to convey clear content, we may want to check it again. In the case of a more complex problem, there may be a variety of questions. If you express interest in the other person and ask them questions about it, they will be more likely to share and talk about your thoughts. In many cases, it is not possible with one or two words.

Also, if persuasion is needed, it is better to clarify the purpose and intention. Some people who are a little mean may express bluntly that they do not know the purpose of doing so. Also, it seems a little unreasonable to ask them to accept it unconditionally. You can take the horse to the water's edge, but it's your own choice to drink the water and not drink it. I don't think it's right to tell you to do that with my own instructions. After all, the habit of understanding others will require constant effort and practice, but more importantly, it will be better if it develops relationships with each other and further provides an opportunity for each other to grow together. ●

