

*Whenever the "message" of your words and the "message" of your actions conflict,  
the "message" of your actions will always win out.*

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**MELVIN J. STEINBRON**

# Aspire

DISCOVERING YOUR PURPOSE  
THROUGH THE  
WORDS OF ASPIRATION

**MELVIN J. STEINBRON**  
WITH  
**BYEONGCHEA SEO**

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## **PREFACE**

I found that Dr. Melvin wrote many Aspirations for thirty years at the Newsletter of LPMI USA, so I picked them and paraphrased my own words. I hope you find them invaluable from them.

Byeongchea Seo  
President of Melvin University

*This book is dedicated to the undisputed Master of Words,  
Dr. Melvin J. Steinbron.*

*I will be forever grateful that you appeared on my path.*

The first question is not, "How can I do this?" Rather, it is "How can I *be* this?"

**-Melvin**

These are important questions for all of us. As Melvin said many times it's about being and doing formulas. Let's take a look at the PACE Training Manual at Module #7, "BEING" PRECEDES "DOING." WE NEED TO BE EQUIPPED ON TWO LEVELS: Being & Doing.

1. "Being" focuses on what we are. "Doing" focuses on what we do.
2. The following powerful thoughts establish the priority of "being":
  - a. Success in marriage is not so much finding the right person as being the right person.
  - b. People don't care how much you know until they know how much you care.
  - c. God is more concerned about your relationship with Him than in your ministry for Him.
  - d. We cannot reach out to people until we first reach up to God.
  - e. "No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me" (John 15:4).
  - f. "The things that come out of the mouth come from the heart" (Matt. 15:18).
  - g. The sequence in Matt. 22:37-38 establishes the priority: love of God is first, then love of neighbour.

A SYNONYM FOR "BEING" IS integrity. (See Psalm 101:2c RSV).

1. To possess integrity is to be incapable of compromising that which we believe to be true.
2. To possess integrity is to have a kind of inner strength which prevents us from bending to the influence of what is thought expedient or fashionable.
3. It is to be consistent and utterly trustworthy because of constancy of purpose.

ASK GOD REPEATEDLY TO HELP YOU BE:

- \* A loving person rather than just to love at times;
- \* A patient person rather than just to show patience;
- \* A compassionate person rather than just to project compassion;
- \* A servant rather than just to serve at times;
- \* A generous person rather than just to give conveniently.

As you see that, Dr. Melvin made definitions clearly about what the Being is. We are trying to do our best, including me, for the given job and mission, but while we are doing this we need to keep these concepts constantly in mind and then we can balance Being and Doing. If we miss any one of these two, our ministry is neither sufficient nor productive

-Byeong

Few people enjoy love, acceptance, and trust. Lay Pastors/Shepherds are providing these three needs for their people. Through their Lay Pastors or Shepherds people feel loved, experience acceptance and develop trust. This is what we call "love(acceptance and trust) with skin on."

**-Melvin**

Dr. Melvin said "love with skin on" for the core concept of Lay Pastors Ministry. I have visited monthly gathering of Nagaland students in Korea which is worshipping and fellowship together, where they pray for themselves, for Korean churches, and also for their homeland. Two people are important to me to know about Nagaland; Dr. Timothy Kaping and Mr. Aloto Anche.

I have met Dr. Tim through the ministry of PACE International Fellowship. He loves this ministry very much, so I suggested him to do PACE ministry together for foreign students in Korea, so this gathering lasted for 2 years, then we began to prepare PACE school at Nagaland, and through the ministry I met Mr. Aloto Anche was Th.M student at Seoul Christian University(SCU), so we talked more in detail to open School at Nagaland. Because of these two people, we could open PACE School at Nagaland successfully.

They, especially those two people, have studied the Lay Pastors Ministry with me for about two years, so they knew some and loved this ministry, then wanted to make PACE school at their homeland, and actually I got motivation from these two gentlemen. There were so many good things in LPM for them, but especially the concept, "**Love with skin on**" struck them, so they needed this ministry for their people.

Churches in Nagaland are new to Lay Pastors Ministry, I mean they don't have any orientation about lay ministry, not heard very well of concept of Ephesians 4:11-12, "to equip the saints for the work of ministry." So our ministry could be working and people will accept it easily because this is a new approach and gives them curiosity. I found one strong point of this ministry is the concept of caring, "**love with skin on.**" As we see this ministry, it has two concepts; caring and lay ministry. So it satisfies them to get two concepts which make one unit. This is a really strong point of this ministry. Also, through this ministry they will find partners in ministry between pastor and laity. That's their ultimate goal, but they never learned how to make it into reality, and once they are performing this ministry, they will get it into their hands.

-Byeong

Paul writes: "We were pleased to impart to you not only the gospel of God, but also our own lives..." (1 Thes. 2:8). Unless we are willing to impart our lives in ministry, our words will mean little.

**-Melvin**

It talks about Paul's love for the church members to the extent that Thessalonians even gave up his life to prove the gospel tells us that gospel evidence is not just a transfer of knowledge, but a strong practice and action. Gospel evidence is impossible without self-sacrifice and love for the soul." If you want to follow me, deny yourself and take your cross and suck me up" means complete self-sacrifice. First of all, to have a spirit-loving heart and a religious personality who can sacrifice himself.

Lets transfer it to our ministry which was given to us. As I wrote somewhere before, how can we please God, and what I said we can please him through what we have done ministry was given to us. Do there two concepts: 1) pleasing God: 2) have done our ministry. That's my paraphrasing.

Most people think we are making to please God through singing and praising, of course that's true but that's half the answer. Another half truth is through completion of given ministry, given tasks, given job, we can do it as well.

So how much do we love our ministry? How much do we pursue to complete it?

Can we take any risks to success in the ministry? Are we taking risk and sacrifice for the ministry? as giving our lives?

Look at Dr. Melvin. He did well and left this earthly life and went to God. Definitely he made God to be pleased, and many witnesses talk of it.

-Byeong

God uses what you have to fill a need which you never could have filled.  
God uses what you can do to accomplish what you never could have done  
God uses who you are to let you become who you never could have been.

**-Melvin**

Dr. Melvin quote this from Mr. Philip Brewer (from "Holy Sweat", by Tim Hansel, based on the 5 loaves and 2 fishes). I have used this saying many times in my training session for lay pastors and it was effective.. Especially I focused on the send sentence, "God uses what you can do to accomplish what you never could have done." Yes, we want to do good things in our lives but never complete them.

WHY? I have found that people don't know how to do it. That's the point. People advised them to guide them, show them how to do it, but they were not trained for it and didn't have an actual field where they could get the results of what was completed or not. They need to get visible results, not just general feedback.

Also, we can fill it up with something but we have never done that. There should be some reasons. There is something to be filled, so God will use us to fill it now and in the future.

We can make and accomplish something in our lives, but never do that because we are not trained on how to be used.

God can use WHO WE ARE itself but never could be. It means changing ourselves, becoming a better PERSON in character, attitude, and mindset.

-Byeong



It is true that ministry from a mind reaches a mind,  
but ministry from a heart reaches a heart.

**-Melvin**

Mind to mind, head to head, and heart-to-heart. We often talk of 'telepathy,' which means if we love another person, the person feels it naturally. Dr. Melvin was saying heart-to-heart is important, also mind to mind is important as well. Mind relates to our will, the heart relates to our feelings, empathy, sympathy, and caring concepts.

Mostly we are saying there is a mind where there is money, which means once we're donating or offering money our mind will reach there because money is significant in our lives, so that's naturally what they say.

Let's talk about heart. Once we talk about the heart, I am reminded of the gut in our innermost place. I have learned this from CPE Training in Canada, I guess. Which means our innermost place is in the heart. Once we are saying God is in our heart, it means He is there, a.k.a. GUT.

Probably Dr. Melvin didn't mean this depth once he talks heart-to-heart, anyway he meant when we care for others, we need to execute from our heart, not our head. I know him who he is, and what he was. Usually he began from his heart, that's caring, understanding, accepting, listening as well.

-Byeong

"Whenever the 'message' of your words and the 'message of your actions conflict, the 'message' of your actions will always win out."

**-Melvin Steinbron**

This really makes sense to all of us. People see us and check our words and actions. Once they are confused about ourselves, especially in our words and actions, they see our actions, attitudes, behaviors more than our words. People give many words, many promises but no action on it, others don't believe, and they believe them according to their actions.

As Melvin once said, DWYS.YWD, which means Do What You Said You Will Do, is exactly what he meant.

It happens always and every day every second, we talk, and we hear as well. Telling something to others, we have to be careful, especially in significant moments. Not only then but also in ordinary talks and small talks, we have to be careful that they pour out from our mouth.

-Byeong

Mother Teresa: Through prayer you will believe and through belief you will love -----  
through love you will serve.

**-Melvin**

Believing through Prayer.  
Loving through Belief.  
Serving through Love.

Mother Teresa shows us clearly what it is, and what we have to do.

In terms of Lay Pastors Ministry, all of those criteria belong to care for others, that's Love with Skin On.

Everyone knows she did these tasks as her life work. There are many poor and abandoned people in Kolkata, India. I stopped over at Kolkata Airport on my way to Nagaland. My impression was that the spot was very poor, no internet even though it is the International Airport.

She, Mother Teresa, had been working at Kolkata through the whole of her life. She sacrificed a lot for those people, so she could say; Believing through Prayer. Loving through Belief. Serving through Love. Pray for them; Loving them, and Serving them.

We PACE:  
Praying for them  
Available for them  
Contact them  
and  
Example to them.

Exactly both of them, Teresa and Melvin, were doing these ministries in common.

-Byeong

EVANGELISM - I value those for whom Christ died.

PASTORING - I value those for whom Christ lives.

**-Melvin**

In terms of Lay Pastors Ministry, Dr. Melvin compare this with Evangelism. As we look at Evangelism need those who are not believed in Jesus yet. Jesus sacrifice and died for those the lost, non believer. But Pastoring is for those who believed and living for today. He wrote these two concepts in his send book, *Lay Driven Church*, as follows:

*Two great streams of another nature flow through the New Testament, joining their waters in the greater ocean of God's love. One stream is the great Commission, the mandate of our Lord to go make disciples of all nations (see Matt. 28:19,20). The other may not sound as familiar. It is the Greater Charter, the mandate of our Lord to take care of His sheep (see John 21:16). The one calls for the Church to make disciples; the other, to care for those disciples.*

*The church in which the Lay Pastors Ministry can happen will strive to equalize these two streams. On the one hand, they will deploy those gifted and called to make disciples in ministries designed for mission and evangelism. On the other hand, they will deploy those gifted and called to care for Christ's followers in ministries designed for pastoral care. Neither is done at the neglect of the other: not "either-or," but "both-and." Balance is the key.*

*I believe God raised up the Lay Pastors Ministry to help fulfill the Great Charter. There is no thought of disparaging the Great Commission (much of my won ministry energy), but because Scripture places such a heavy emphasis on lay pastoral care, my emphasis is on the one stream I call the Great Charter.*

*History records the Magna Carta—meaning the Great charter—as a constitution guaranteeing fundamental personal and other rights, wrested from King John by the English barons on June 15, 1215. I call 1 Peter 5:1-4 the Magna Carta of the Lay Pastors Ministry because this model of congregational care guarantees the fundamental personal right of every church members to pastoral care.*

YOU ARE ONLY RESPONSIBLE TO TRY?- -NOT SUCCEED?

**-Melvin**

It talks about the result of what we have done.

Responsibility, and goes it's Results. Why responsible? The ultimate goal is to get results!

Once we get responsibility, its results are also our responsibility, and that's not only doing it, but also it should be productive, and we'll be done. Responsibility means to get ownership in the other word. Getting ownership means to be or not to be on the given, or shared task.

Asked above Responsible for trying? Yeah, some people were responding, yes, I tried. It means they tried but no good results, and the nuance is that I have done my job because I tried, I didn't idle, lazy. That's their excuse.

But Dr. Melvin points here that we have to have done our job, which was given. Just TRY is not the answer.

-Byeong

THE GREATEST ABILITY IS DEPENDABILITY.

**-Melvin**

This is also an important concept for our leadership. Yes, as leader of any ministry, organization, we have to be independent which means we need strong leadership, but what Dr. Melvin says here we need to be dependable. Especially today's people are different from yesterday, so they know many things that we know, so depending on them is no problem at all.

Dr. Melvin once said that the function of a leader is double: draw and push. You've got it? We need to draw as a leader, but if we draw always people might be reluctant to drag. So sometimes we need to push them from the behind, not always in front.

Depending on to others scratches our pride. Probably some think of this way, but on the other hand they will be happy if we leaders depend on them. Do It, they will be glad.

-Byeong

Do all the good you can, in all the ways you can, in all the places you can,  
at all the times you can, to all the people you can,  
as long as you ever can. (John Wesley)

**-Melvin**

This was what John Wesley said. John Wesley is familiar to me. He is not only founder of the Methodist church and also famous for the Lay Ministry. What it means is that he trained lay people to be lay ministers, lay preachers, so-called band groups for group care, and today we call them cell groups.

Dr. Melvin studied for John Wesley in terms of Lay Pastors Ministry, and of course, he looked at the book, Partners in Ministry which was written by James Garlow who was pastor at Skyline Methodist Church and later John Maxwell was pastor at that church.

Anyway, Dr. Melvin picks up Wesley's saying above. Which implies that we have to be good to the people around, as he said, whoever, wherever, and whenever, all these means we have to be good people always.

How can we be a good person? That's the issue here. I read followings from PACE Training Manual;

- \* A loving person rather than just to love at times;
- \* A patient person rather than just to show patience;
- \* A compassionate person rather than just to project compassion
- \* A servant rather than just to serve at times;
- \* A generous person rather than just to give conveniently.

-Byeong

Benjamin Elijah Mays(1894-1984) taught us many things,  
not the least of which was "the worst sin is to aim too low."

**-Melvin**

Yes, talking about aiming too low is to make a sense to deal with. Of course, aiming too high also takes a risk, but here talks too low.

What's the problem with getting vision too low, of course, we can't name vision if it is too low. What's too low? Too low, we can do it easily and many people do it. That's not called vision, and that's too low.

Vision, aiming high, is not ordinary and nor is a normal daily routine. For instance, helping the entire American churches in the States, helping the whole Korean churches, that aim is not low at all. Those goals are very difficult to accomplish. Very difficult to reach the goal.

By the way, through aiming high we can grow and find our potential is unlimited and need to develop ourselves, finding with those high aims is valuable and worthwhile, so without high aims we cannot grow and no meaningful in life. Of course, there are a lot of painful and endless struggles. I know this because I have been there many years.

-Byeong



Pastor, theologian, and social reformer, Theodore Parker,(1810-1860) criticized the Unitarian establishment of his day because it preached "Duty, duty! Work, work!" without also proclaiming "Joy, joy! Delight, delight!"  
**-Melvin**

I have never heard about Unitarianism. Let's look at who they are and what they believed, in brief:

Contrary to the doctrine of the Trinity, the orthodox doctrine of Christianity, it is a denomination that denies the divinity of Christ and recognizes only the divinity of God. It originated from Italian theologians Cervetus and Socini, who belonged to humanistic Christianity in the era of the Reformation.

It began in Poland and expanded its religion, but due to deportation, believers fled to Transylvania, Hungary, and the Netherlands in Romania. Later, it has continued to develop and change in the United Kingdom and the United States, reaching today.

Anyway, Dr. Melvin quotes the following:

Unitarian stressed, "Duty, duty! Work, work!" without also proclaiming "Joy, joy! Delight, delight!"

Probably Melvin wants to say that as a Lay Pastors we have to take joy in caring for each other rather than thinking it is our duty. Yes, of course job done is important, but Melvin is telling us just like the book titled, "Joy of caring," of course, this is my personal paraphrasing.

-Byeong

"If a congregation would play church like it played its favorite sport, it would truly be the terror of its community." (UTS student John Hughes)

**-Melvin**

This is a little awkward for me. Yeah, but I found again that church should be the one single target, single purpose, single goal and every member there should be focused on it.

Yes, they can play many different plays for making the one single target. By the way, there is no single sport, people don't know what to do. Everyone has their own gifts which were given by God, if there is no single target, they use it so confusingly and there are disorders in there.

So churches need to get some target to reach and that is indispensable and to get it is the responsibility of the senior pastor. If there are many senior pastors in the church, what's going to happen? No moving forward and not succeeding, only chaos will remain.

-Byeong

'When the leader leads well, the people say they did it themselves.'  
(Chinese philosopher Lao-Tzu, 6th century B.C)

**-Melvin**

Yes, it talks about team ministry and team leadership. I had that experience personally as I was leading LPM Korea Institute. Number one; I told our staff from the beginning that we are family which implies joyful together sadden together. So they had team concepts and family consciousness at a very early stage. So they had full ownership easily.

And what happened once we were successful? Most of the staff said we made it, we did well from their hearts because once we had problems they couldn't sleep well, it means they are really committed to this ministry. I hope to be successful in this ministry.

As the headline said these things are totally upon the leader, and the leader's role and function are significant for success or not because people see their leader and how affected by the leader's philosophy and lifestyles, and how he manages and deals with them.

-Byeong

Excellence is not a matter of doing everything as well as someone else might do it. That is not always possible. We all have different levels of ability. Rather, excellence is a matter of doing things as well as we possibly can in light of our abilities. We are all limited by time, talents, and resources. So we do as well as we can in light of the time, talents, and resources which we have been given and leave the results to God. This outlook helps us keep a balance between high expectations and unrealistic expectations.

**-Melvin**

Dr. Melvin defines excellence, and it makes sense. He was mentioned several times for this kind of comment at different places. For instance, he told me to make a newsletter nicely and wonderfully which I understood that we have to make it with a good design, colorfully and on top of that there should be readable articles and real experiences, and also should be instructive.

He had done that like this.

Excellence! But he understood everyone can't do everything in excellence because abilities and talents are different to the people. He referred to high expectations and unrealistic expectations. Yes, that's reality.

Recently I asked the staff of Melvin University Office to make a monthly newsletter. Because I have done that for the last 20 years from the Institute to Melvin, by the way if I am doing their skills are not developed, so I gave them the assessment, to make a newsletter. By the way, I have been waiting for several months, but they couldn't make it. I am assured that they are not talented at making it.

-Byeong

God is apparently continuing to grow the Lay Pastoring Ministry NETWORK. 600 copies of this issue are being mailed to lay and clergy leaders in 43 states, 6 provinces of Canada and 7 foreign countries. We expect between 200 and 300 leaders at Consultation '90 in Montgomery.

**-Melvin**

As we know, the Lay Pastors Ministry in the States we're growing. Yes, God has been growing it not only in the States but also all over the world. As Dr. Melvin said before, Ministry is a twofold approach: God's part and humans' part. The definition was that; without God we cannot do it, also without human God won't do it.

Yes, Dr. Melvin said due to God's help it was possible to be done of LPMI USA, by the way, from my point of view, Melvin himself had done a lot, and this is unchanging. He had done this ministry for nearly two decades, and I assume that he accepts God's calling to do this job. As a National Leader of LPMI USA he must have huge burdens on his shoulders, but he took the burdens happily because he had decided to take them.

It is similar to LPM Korea as well. Of course by His grace we are still with Lay Pastors Ministry, and had an invaluable life individually and organizationally. Yes, as a National Leader I have done this job completely, but In some sense everything was possible because God led and also helped me personally to do it, and He made all circumstances around it to be done.

-Byeong

Counseling is not just a skill mastered by a professional. It is an awareness of people and their problems commitments to help. (Dr. Lawrence J. Crabb, Jr. In "Encouragement, The Key To Caring")

**-Melvin**

It talks about counseling. Personally I don't like this word because it gives me the feeling of teaching others, and traditionally we have learned it from school, where we say, "do well counseling for the clients."

Anyway, what the above definition means counseling shouldn't be done by professionals, professionalism. Why?

Professional means a job-oriented approach.

By the way, CARING is not a job. It is purely caring for people, and these two are far different.

Caring is not teaching, but understanding first and helping is the priority. Of course, how to help is another issue. If we see the PACE Training Manual and also the book, *Can The Pastor Do It Alone?* We can get the full concept of Caring, and to understand the range of counseling.

-Byeong

WHO NEEDS IT?. So, who needs to be pastored? Everybody! God would have every one of His children prayed for, cared for and loved by another when life is going well and when it is not. (From "Can The Pastor Do It Alone," Pg. 46)

**-Melvin**

Dr. Melvin stressed that everyone needs caring and concern from others. People can't survive alone. I have learned and taught this truth many years, the last two decades, and still it is true.

And it is necessary to the caregiver as well. Let's look at senior pastors who are caregivers to their congregation. Ordinary people might assume that the pastor of a church doesn't need care from others, but personally this is definitely a misunderstanding. Even those who care for others need care from others, that's why our colleagues need to care for each other in times of difficulties and in times of non crisis.

Look around, everyone needs to be concerned and caring, so we need to open our eyes in the light of this truth.

-Byeong

Translating our theology into biography is merely meshing our beliefs into everyday reality. (Tim Hansel in "Holy Sweat")

**-Melvin**

What's that, simply mean biography? It is just talking about who I am and what I have done. That's a biography. Just write about ourselves.

Which means the above header is, we shouldn't be used in our theology for only our careers. Because the writer is familiar to me, and he is very talented on spiritual teachings, so Dr. Melvin quoted what he said above.

"In Holy Sweat author Tim Hansel gives the ten keys to personal peak performance: start, vision, goals, courage, teamwork, excellence, the ability to fail, perseverance, joy, and giving it all away.

Hansel puts flesh and bones on these keys excitingly. Peak performance, as represented here, is not an achievement but a process.

Any person who is struggling to stretch any area of his or her life in a positive direction is a peak performer.

And the ultimate purpose of peak performance is to give it all away, for Christ's sake."

-Byeong



It has been gradually driven home to me that I cannot be of help by means of any intellectual or training procedure. No approach which relies upon knowledge, upon training, upon the acceptance of something that is taught, is of any use. The failure of any such approach through the intellect has forced me to recognize that change appears to come about through experience in a relationship. (Carl Rogers "On Becoming A person")

**-Melvin**

That's a wonderful story and confession. Changing comes about through the relationships, not only giving intellectual knowledge. Need to become a person, not just a teacher. Of course, I am more familiar with teaching today than before, but on the other hand what's teaching others without any personal relationships, and that's the struggle of all intellectual teachers?

How can we overcome this problem? As I said earlier it depends on circumstances, but basically we need to be human beings always, and that's us. We can't overcome human beings, because we are originally human, so human to human is the best premise.

-Byeong

Everything now hinges on the capacity of the helper(lay pastor, lay minister, caregiver) to create a genuinely helpful relationship..... it is in the relationship that the key to pastoral care is to be found. (-Alastair V. Campbell In "Rediscovery of Pastoral Care")

**-Melvin**

Depending on how we care for it, the results will be productive or none happened, aka making no difference.

As the above-mentioned the capacity of the helpers is affecting to the end, that's why Lay Pastors Ministry needs. It is the system what is working in the church and PACE is the core of the caring

Without those systems and equipment to do it, it can't be effective at all. Yes, they call it what we are caring for, but it's only the slogan and lip-service from ourselves, not on theirs, nor on clients, PACEee.

What is the capacity of helpers, caregivers? First, they need to prepare to listen to them. No need for college degrees and credentials, only need willing to listen to them. And need to prepare to understand them, as we call it empathy, of course, along with sympathy. Understanding them individually, not grouping. As now the gifts of caring are sympathy, mercy, and encouragement just as written in the Scripture.

-Byeong

We want to reach out to others, but we are unable to do that until we first reach out to God. (Isaiah Muita)

**-Melvin**

Yes, it is imperative to be with God first. I am not good at this point because I am doing church ministry, and not doing Lay Pastors Ministry in the present.

So I am ok for myself now, but it is not possible to reach out to the people, and I have no idea how to change my personal lifestyle. I am praying for that and I agree 100 percent to the above header.

-Byeong

D.L. Moody once said, "I would rather put a thousand men to work than do the work of a thousand men." There is great wisdom and benefit in building a team of workers. First, the leader cannot do the work of a thousand men, and if he tries, he may die trying, If he builds a team to do the work, more work gets done than one man possibly could do. Second, there are many people who long for to do something significant with their talents, but who lack the opportunity or direction. They are fulfilled when they have a chance to help.

**-Melvin**

This is talking about team concepts and team work. If a leader is alone to do many things, he can't and will be burned out soon. Also, there are many people who do some work, so it is better to give them the opportunity.

In team work, there must be two concepts: Can the leader do it alone? And There are already people who are willing to work and longing for it.

Let's talk about our ministry. Yes, I can't do everything and even many things to be done. This is unchangeable. So I gave our staff some work even harder than their capability. Interestingly, they never complained about what I entrusted to them, and they were always glad to have done it completely.

-Byeong

With II Chronicles 15:7, Psalm 62:12, and Revelation 14:13 in mind, "I am to work and not worry. If I work, God will work through me to prosper my work, for my work is the work God gave me to do."

**-Melvin**

When we are working on some ministry or project, we tend to worry how it goes and how God might think of it?

By the way, the above mentioned by Dr. Melvin, we don't need to worry about those things, because God gave me to do it and God will prosper and reward us because He gave me the project.

Time to time, I am worried about the future of Melvin University, and anxious about tomorrow for the Institution. In some way, that's useless worries because God began and God will finish the work. Of course, it won't be completed in my age, because it is still going to run for two to three decades. I couldn't see the completion with my eyes because there was still huge work in front of us.

Anyway, He will make it just like other Universities in the world. Look at other universities in Korea. Some of the University is 150 years anniversary for now, which means 4 generations are gone already. The founder, for instance, an American missionary died a hundred years ago a bit still People in the university still remember him as the founder of it.

Maybe God has those plan, and we can't count on it, and better to leave it into His hand

-Byeong

The message of Genesis and of the New Creation in Christ is that each of us is limited and, therefore, dependent on others. The theology of creation emphasizes varieties of gifts and interdependence, the mutual exercise of separate and individual talents for the common good.

(Richard Tombaug in Action Information)

**-Melvin**

It talks about depending on others. Because we, individual capabilities are limited. This is Dr. Melvin's slogan all the way. Each other's concept was one of his main philosophy of ministry.

As we know, there are a variety of gifts in the Scriptures. Some say 25, others say 27 gifts. So we can do many things if we work together. Can we do it alone? Was Dr. Melvin always. He taught me from the beginning of my ministry, do it together, make a team to work for whole Korea churches.

Interdependent to each other is necessary. I had this experience through 20 years of ministry. Some have specialties in some areas, others are in other areas. God wants us to do those ministries with each other, together, because it is not possible to complete by ourselves alone. That's why Jethro, the father-in-law of Moses, advised him to do it together.

Mutual exercises to each other, mutual care are important. We can do some, but it makes some less effective, because it needs to be. To be done with many resources.

-Byeong

Lay people need to be encouraged to believe in their own ministries. They fail to believe in their own ministries because they see the ordained person as responsible for ministry, not themselves. They tend to make idols of the institutional church by the deference they pay to clergy. This idolizing either provides them with them to the reality of their authentic ministry.

**-Melvin**

Ordained pastor owns the whole ministry, and also people think they pay to their pastor so every responsibility is on his shoulder, not on us. That's the natural phenomenon of Christianity.

But today there is a different perspective to see the ministry. Prior to it, we know everyone in Christ has been called by God and received gifts at same time to do some ministries. Let's say the pastor has their own ministry and also lay people can do their ministry in accordance with their gifts.

-Byeong

Close friends can double life's joy and halve its pain. Few things are more enjoyable than sharing good news with someone who really wants to hear about it. And few things are more helpful than unloading bad news on someone who really cares.

**-Melvin**

The function of our friends with my joy and pain, and it's helpful to share with each other. NY the way there are two important aspects in this matter.

Sharing good news is okay, but there must be that they "really want to hear" of my talk. Another is uploading bad news to them.

1) Do they really want to hear my good news? Today people are busy and tough to survive, so it's a little difficult to listen other's good news, happy news, luck, and so on. For instance, my son was promoted to higher ranking in the US army, but it is not easy to share the news to my colleague because I am not sure if they are willing to hear or not.

2) Sharing bad news to the people whom I care for. It is difficult to show them our bad news because it's afraid to burden them.

-Byeong



"Our job is to do the works; God's job is to make it prosper."

**-Melvin**

Dr. Melvin said this truth, and I have used this axiom many times.

Ministry is the cooperation between God and human beings. Let's talk about this concept. What Dr. Melvin mentioned, the success of ministry depends on two: People & God. That's correct. Probably Human's preparation & God's help.

What do I have to prepare? What is God's help? Our part: prayer first, and to invest all of our energy in there, and to prepare physically, intellectually, academically, personality, characters, habits, concentration, and non-egocentric, and so on.

As you see, we can prepare many things, so we have to prepare everything the best we can. That is God's want toward us and also to be done.

-Byeong

It is difficult to give the ministry authority to lay people. Why? Because they see ecclesiastical authority as outside themselves. For the clergy to retain control of ministry perpetuates their erroneous perception of the locus of authority.

In addition to teaching and preaching the Biblical principles which call lay people into authentic and significant ministry the Vocational Minister has to actually give the ministry away.

This is risky, you say. Yes, but it was risky for Jesus to give the authority to the twelve disciples as He sent them out to the "lost sheep of Israel" early in His ministry (Matt. 10:iff.) And then again to the whole world at the end of His ministry (Matt 28: 16-20). A significant principle is seen in the act of withdrawing (into heaven) after commissioning them.

**-Melvin**

This is a bold declaration by Dr. Melvin. He didn't say this to all people, but only to pastors. He wrote this kind of philosophy in his second book, The Lay Driven Church.

This book is talking about the system of lay pastors' care in the church. Individual ministry is the PACE as you may know, but if you want this ministry to be more effective in the church, it needs to be a system, that's the system of the Lay Pastors Ministry. It is in his second book more in detail.

-Byeong

The happiest people are those who discover that what they should be doing and what they are doing are the same things.

Happiest is like your shadow. Run after it and you will never catch it, but keep your face to the sun and it will follow you.

**-Melvin**

Wonderful axiom! Dr. Melvin is such a thoughtful person. I hope personally to be like him. Yes, what the human beings are following, and pursuing? Happiness? We are trying to get something in our life, and almost everyone is working for something. By the way, Dr. Melvin is talking about happiness. Of course, it is an invisible object. People try to get it. Money could give some happiness. Reputation gives some happiness. There are several elements that give us satisfaction.

By the way, as Melvin said, can we get happiness by our own works? That's why many people in the world try to get it in their hands, but as we know if we try to get it, it always runs away. It is coming to us indirectly, in a word, it is a byproduct when we do something, especially something good, something worthwhile, something valuable, then we feel happy and that is happiness. It is not far from us, it is always near and next door. What are we going to do? You got the answer now.

-Byeong

If you want happiness for an hour - visit a lake.  
If you want happiness for an evening - see a good movie.  
If you want happiness for a week - take a vacation.  
If you want happiness for a year - inherit a fortune.  
If you want happiness for a lifetime - help other people!

**-Melvin**

Happy, an hour of visiting the lake.  
Happy, an evening of seeing the movie.  
Happy a week of vacation.  
Happy a year of inheritance.  
Happy for a lifetime of helping people.

So we know where to get happiness. Of course, we need happiness in moments and moments. But it is instant and immediate happiness. Also, we need longer happiness, maybe happiness forever, we need to consider.

Dr. Melvin said helping people will bring happiness forever. I guess he meant not only happiness but satisfaction. I guess their two are on the same boat. And it will be both sides of a coin.

-Byeong

"Nothing will go unless it is authenticated and participated in at the top."

**-Melvin**

That's true even in the Lay Pastors Ministry. Top person looks like they don't do it a little? But without their authentication and participation, the vision couldn't be in reality.

Not only this ministry but every organization is relying on the top person, it depends on how they are doing and seeing the work of the organization.

For instance, Hallelujah Church has succeeded this ministry because the Rev. Sangbok Kim was fully involved in, confident in the necessary, and led this ministry for decades.

And LPM Korea has grown up due to my full commitment. I am sure I have used all of my energy and time for the ministry, and that's why our ministry has grown, aka our job done.

During the ministry, 20 years of LPM Korea, my role and function was imperative and definitely my leadership as a National Leader was operated consciously and unconsciously.

-Byeong

"The first principle of change is dissatisfaction with the status quo."

**-Melvin**

It means we have to face change, not turn off from it or discard it. Of course, changing is challenging, but you shouldn't be afraid of it. We can't change everything and every time, but without coping with it, we can never change. What to do when we feel something is changing? There are many books on Change: Deep Change, Change Leader, Leading Change, and so on.

Mostly saying once we need to change, just go forward and talk to people around. As we know, a sense of urgency is important to move, to motivate people's hearts. John Kotter, professor of Harvard University, talks about it in his book, Leading Change. That's an invaluable concept, and we need it always. If not, people will be sleepy and lazy, and even slowly turning off.

Urgency awakened people up to always. As once Dr. Melvin said, without keeping in motion continually, they tend not to move. That is the nature of human beings. As his book said Leading Change, once we are changing, transition is more needed. He mentioned some mistakes, e.g., "why some ministries fail," Number one is allowing too much complacency, in a word not enough sense of urgency.

If we are compelled to create short-term results, we can keep going with urgency. We need to try short-term results, and another one to get results, and another one...so on. It will keep us in urgency and get a sense of accomplishment. Then people will know about the organization where they belong to.

If there is not enough sense of urgency, these consequences will follow. Even if the leader tells time to think of a new idea, it does not work. It is not implemented because people are sleepy, not awake enough to catch up, in a word, not urgent to them. In this situation reengineering takes too long, and its costs are too much in the best case, but in the worst case, that will not boost it at all. Because without a sense of urgency, in a word, people won't give the extra effort that is essential. They won't take needed sacrifices, instead they tend to cling to the status quo and resist some initiatives.

-Byeong

Quotes from August 1994 issue of Forum Files, reporting on the "1994 Church in the 21st Century Conference" sponsored by Leadership Network in Minneapolis last June. They are directly related to your pastoral care structure and ministry.

"What have to be masters of change and we have to help people see that the temple religion is not what is going to survive ten years from now."

"The church dies when it is not mobilizing the resources God has given it."

**-Melvin**

The point of what I found is to rediscover the resources God has given, which means lay people. That's assets that God gave to each church. If we agree with it, what to do and how to do it. That's indispensable questions ahead of us.

After all, the Lay Pastors Ministry can do it something that God wants. Pastors are doing the job, let the lay people do it. How?

Lay people can't do anything without approval from their senior pastor. Not only approval, but also they have to provide structure and system.

I am finding continually without the system the ministry couldn't go further, and longer. They just do it for a few weeks or longer for a few months.

So, we need approval, structure, and a sound system.

-Byeong



Church leadership must provide vision, and while recognizing the inevitable tension between vision and reality, never allow the vision to shrink down to the level of reality."

"We cannot become the church God is calling us to be until everybody's potential has been used and maximized to the most."

**-Melvin**

There is a gap between now and tomorrow. Between vision and reality. And Dr. Melvin focuses on the maximum of Lay people in the church. Those concepts are challenging for us once we try to do Lay Pastors Ministry. But here, I want to quote insights from Prof James Collins, Brutal reality but stimulate progress in the book, Good to Great.

Every great organization embraced what we came to call the Stockdale Paradox: We must maintain unwavering faith that you can and will prevail in the end, regardless of the difficulties, AND at the same time have the discipline to confront the most brutal facts of your current reality, whatever they might be.

Facts are better than dreams. The breakthrough results come about by a series of good decisions, diligently executed and accumulated one on top of another. They made many more good decisions than bad ones.....of course, than other organizations. It turns out that there was something quite distinctive about their process: two disciplined thoughts. The first is that they infused the entire process with the brutal facts of reality. The second is that they developed a simple, yet deeply insightful, frame of reference for all decisions. We cannot make a series of good decisions without first confronting the brutal facts. Brutal facts? Reality? How to motivate people with these...?

If you have the right people on the bus, they will be self-motivated. False hope is a more serious problem... Yes. Leadership is about vision.

But also need to be heard where the truth is...How?

1. Lead with questions, not answers.....right people on the bus?
2. Engage in dialogue and debate, not coercion....
3. Conduct autopsies, not blame....mistake? lessons?
4. Information, information can't be ignored.....

Unwavering Faith amid the Brutal Facts. In confronting the brutal facts, the great ministry/organization left themselves stronger and more resilient, not weaker and more dispirited. People fell generally into three categories:

1. Those who were permanently dispirited by the event,
2. Those who got their life back to the normal
3. Those who used the experience as a defining event that make them stronger.

Paradox to be great. Accepted the brutal facts of reality unwavering faith Maintained an unwavering faith in the endgame. Retain faith that you will prevail in the end, regardless of difficulties AND at the same time Confront the most brutal facts of our current reality, whatever they might be.

-Byeong

"In helping people through change, it is important to know that there are four distinct levels of change. The first level is knowledge. Knowledge is very easy to change. You give them something to read, perhaps a tape to listen to....the point is that people learn something.

The second level, attitude, is much together to change. It is an emotionally charged bit of knowledge...now you know something and you feel very strongly about it in a positive or negative way.

The third and more difficult level is behaviour. You gotta do something....you have to overcome a habit...an old way of doing things....you have to get rid of one thing and put in something else.

The fourth and most difficult level organizational change. It takes three to five years to make a major change in an organization. It is much easier to start new a new church than to change an old one because it is tough to redirect power."

**-Melvin**

Dr. Melvin talked about change. He had thought and studied a lot about change because ministry and change go hands on hands. Growing ministry is our ultimate goal but also changing ministry is the same, going together, come along.

His points were to change is easy to begin with but it gets harder and finally real change is very difficult.

But he said the process of change generally. For me, to change is not too difficult, of course it's difficult but once we know how to change, it will be easier. I have experienced changing twice. 1) from Institute to Schooling, 2) to make Melvin University. Both projects needed changing.

-Byeong

There are six obstacles to change: (1) an unbiblical view of the role of the pastor; (2) the habit of response rather than proactivity; (3) the high skepticism toward leaders and institutions; (4) the difficulty of the change process itself; (5) the confusion of methodology with substance; (6) the problem of financing the change process."

**-Melvin**

Among six of them above, the most caught my attention is no. 2) the habit of response. The other five are known to all of us already in some sense. No. 2 talks about our attitude and habit about changing.

For instance, if someone talks about something that needs to change to be better, the leader responds, we know it already, yeah need change, let's think of it...so on...kinds of habitual response, and never take an action.

If we look at some churches or institutions, they know the need for change, but respond routinely, and just lip service and stop there. No more forward, so people prepare to leave those institutions for other's.

-Byeong

Attention to God must be your primary religious activity, and this for the strictly practical reason that without that attention to God, all other religious activities will lose their worth."

**-Melvin**

This is an invaluable message of Dr. Melvin. He had been in church ministry as a senior pastor many years, so he knows what ministry leader needs in terms of spiritually.

I am saying here that we have to wake up in heart, mind and spirit always, because too many things today take our attention to others, mainly secular phenomena. If we do not keep in mind this issue, we will stumble easily into these worldly things.

Everything comes out from our mouth and from our mind, so if we have spirituality in mind it will pour out naturally from our mouth.

-Byeong

Often people in trouble do not need our words; they need us. They need our love, our caring, our compassion, our affirmation, practical support and our encouragement."

**-Melvin**

The first

You

Church

In helping



There

Work

Attention

This very remarkable man commends a most remarkable plan. You can do what you want if you don't think you can't. So don't think you can't; think you can."

**-Melvin**

Often

This