



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

A Seasonal Concept of the Lay Pastors Ministry

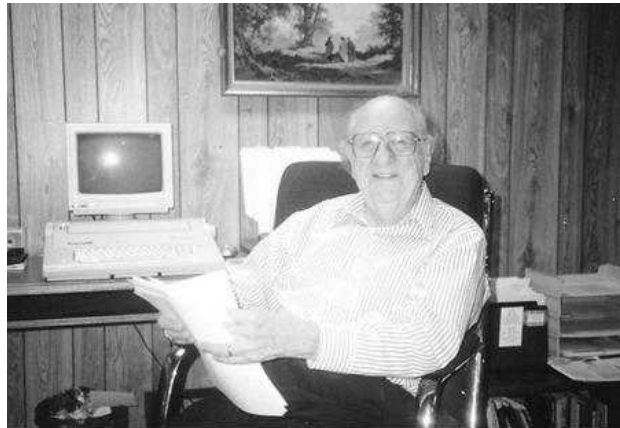
Hawaii has only one season - summer. I enjoyed the one-season world for seven years. Their 12-month summer is so dependable one hotel painted the temperature on a poet near the entrance - 80°. But in Minnesota we live in a four-season world. And in the Church of Jesus Christ, we are living a four-season mission.

The Church's mission is defined by Jesus, the Head of the Church: *make and shepherd disciples* (Mat. 28:19-20 & Jn. 21:16). He assigned this huge task to the apostles and their successors. The mission at this point in history is a 2000-year "work in progress."

This huge task divided into two related, but separate segments: *evangelism and shepherding*. The evangelism segment of the mission is carried on by a variety of ministries. The shepherding segment is likewise carried on by a variety of ministries.

One major segment (a.k.a. ministry) of the Church's shepherding segment is pastoral care. To care for the flock as the Chief Shepherd wants it cared for takes a partnership between clergy (vocational pastors) and laity (volunteer pastors). Vocational pastors pastor the congregation as a whole by preaching, teaching, visioning, training and much more. They are the spiritual leaders of the church with oversight of the congregation as a whole.

Volunteer pastors on the other hand - laypeople with pastoral gifts, call, passion, and training - pastor a specific number of members by one-on-one, grass-roots, ongoing



personal relationships. They can be thought of as *undershepherds of pastoral care associate*.

Imagine a four-seasons jigsaw puzzle titled *The Church's Mission*. As you add piece by piece to form the Church's mission picture, you come to where the lay pastoral care piece fits. (I'll point that our later) Whereas the picture includes the four seasons of Spring, Summer, Fall and Winter, the Lay Pastors

Ministry is primarily a Summer ministry. But first, let's start putting the Spring pieces together.

SPRING The season for hope - trees leafing, daffodils, and kites, but also planting the "good seed" and watching the green shoots push their way through dirt and darkness to bright sunlight. The seed is the gospel of Jesus Christ - crucified for our sin, buried, bounding from the tomb on the third day, regrouping His disciples, ascending to heaven with a promise to return. In a way similar to Hawaii's never-ending summer, sowing the gospel followed by new life never ends. A 2000-year succession of evangelists offer each new generation new life in Jesus Christ. The making of disciples is a work never finished.

SUMMER The season for caring - watering, weeding and fertilizing, but also cultivating God's "field of wheat" as it grows, helping it weather the storms, survive disease and insects, and enriching the soil so it will yield "a hundred times more than was sown" (Luke 8:8). As surely as summer follows spring, pastoral care follows evangelism.◆



PLACE THE LAY PASTORAL CARE; PIECE OF THE PUZZLE HERE

Peter and Paul are examples of this evangelism-pastoral care sequence. Jesus Call Peter, first to be a **"fisher of men," and "second to be a shepherd - "take care of my sheep."** (I'm not the only mixer of metaphors.) Paul was first an evangelist, then a pastor. He built Christ's Church by winning converts and forming them into local churches; then he returned to the churches to "see how they were doing" (Acts 15:36). Winning converts was evangelism; *seeing how they were doing* is pastoral care. Both apostles were passionately driven by love for people: evangelistic love for the unconverted and shepherding love for the converted.

Paul, in addition to visiting his churches, wrote letters to encourage them in the faith. Some sound-bite writings are;

- To the church in Corinth: "Love never fails" (13:8).
- To the churches in Galatia: "Live by the Spirit" (5:16).
- To the church in Ephesus: "By grace you have been saved" (2:5).
- To the church in Philippi: "I have you in my heart"(1:7).
- To the church in Colosse: "Set your hearts on things above." (3:1).
- To the church in Thessalonica: "You are so dear to us." (2:8).

Pastoral care is far more than member-holding strategy, it is God's requirement! If a church is only converting people, as quintessent as that is, it defaults on the second part of the mission, "Take care of my sheep." Too many churches fish but don't take care of their catch. Such churches are a one-season-only churches, an aberration. As my friend, Geroge Hunter III wrote in his remarkable book on evangelism, *Church for the Unchurched* (Abingdon, 1996), "People worth winning are worth caring for."

FALL The season fo celebration - colored leaves and harvesting crops, but also enjoying the fruit of Spring and Summer ministry. Some biblical verses are Fall verses:

"Let us not become weary in wll doing, for at the proper time we will reap a harvest if we do not give up." (Gal. 6:9)

Why? The answer is simple: The total mission of evangelism-pastoral care is too big a task for any one human being, especially when "the harvest is plentiful." God gives individually-tailored gifts to be either an evangelist or a pastor - "If was He who gave some to be...evangelists, and some to be pastors..." (Eph 4:11) No Christian has time, energy and passion to major in both evangelism and pastoral care. This means that each Christian is a specialist in the area of their spiritual gifts. Here is a very important insight, and quite new: All activities and ministries of the Church and tributaries flowing into either of the two great rivers - evangelism or shepherding. Together, they constitute the one mission given by Christ. * To do both evangelism and shepherding, the entire church membership has to mobilize.◆

"He who goes out weeping, carrying seed to sow, will return with shouts of joy, carrying his sheaves with him." (Ps 126:6)

"You will eat the fruit of your labor." (Ps 128:2)

(A sad one) "The harvest is past, summer is ended, and we are not saved." (Jer 8:20)

Harvest is a celebration for people who worked, but a disaster for those who burned their time, energy and passion in play.

WINTER The season for snow, Christmas, "cabin fever" and rest - but more: "Yes," says the Spirit," they will rest from their labors, for their deeds will follow them" (Rev. 14:13). In His Spring ministry, Jesus began to teach and help people; He called His disciples and bonded with them. In Hi Summer ministry he prepared His disciples for mission He would pass on to them. Fall was short, just time to prove His resurrection and turn His ministry over to those He trained. Winter came early. He left this earth, promising to return at a time only the Father knows.

Later, Jesus' servant, Paul, wrote to Timothy about his approaching Winter; "The time has come for my departure. I have fought the good fight, I have finished the race, I have kept the faith." Work winds down when winter comes.

I must note here that, whereas in the *calendar world* the four seasons follow the Creator's divinely-ordered sequence, in the *ministry world* Fall and Winter ordinarily follow either Spring for Summer ministers.

Ordinarily Spring ministers (evangelists) are not also Summer ministers (pastors) and Summer ministers (pastors) are not also Spring ministers (evangelists), even though there will be significant overlapping. Paul and Peter were both evangelists and pastors, ut that is not the norm for the Church.



I (Melvin) feel the need to correct the notion that every Christian is to evangelize and shepherd. It is true that every Christian's character and life style is to include witnessing for Christ and loving one another, but evangelism goes beyond witnessing and pastoral care goes beyond loving one another. Witnessing for Christ comes short of evangelism like telling your neighbor about your care is different from a salesperson writing up the order. Loving one another comes short of pastoral care like the visit of a friend to a hospital patient is different from the visit of the door.

Evangelism incorporates witnessing into the ministry of midwife-ing people into the kingdom of God. Pastoral care incorporates loving one another into the ongoing ministry of being with members in life's joys and sorrows. The Lay Pastors Ministry, though closely related, differs from birthing. Birthing a child is "Mission Accomplished." Parenting is a "Mission in Process." It goes on and on and on. In other words, every Christian is to witness and love, but God neither gifts nor calls every Christian to be a specialist in both evangelism and pastoral care.

While other lay people are using their gifts in a variety of ministries, lay pastors are partnering with vocational pastors in total shepherding ministry. Total shepherding ranges from preaching, to small group leadership, to administration, to teaching Sunday School, to planting and leading worship, to

pastoral care and the like. The lay pastor's part of the partnership in one-on-one, grass roots, ongoing pastoral care of an assigned number of church members.



We have already seen that the lay pastoral care piece of the puzzle fits in the Summer season. The *Church's Mission* picture will never be complete without this piece. Lay pastors are specialists in their ministry. They are "love with skin on it" to their mini-flocks which number five to ten church households. They PRAY for them, are AVAILABLE to them, maintain CONTACT with them, and are EXAMPLES to them. While faithfully PACE-ing their people they discover they are "mutually encouraged by each other's faith." (Rom 1:12) Each Christian has time, energy and passion to be productive in only one Season. Lay pastors, your ministry is a Sunday ministry. It will be followed by Fall, then Winter. Sometime in early Winter you will receive "the crown of glory that will never fade away." (1 Peter 5:4) What a beautiful splash of bright colors your Summer jig-saw-puzzle piece contributes to the total picture of The Church's Mission.◆

* My book, *The Lay Driven Church* (Regal, 1997) has a whole chapter on this understanding of the mission of Christ gave His church: "The Ministry-Balanced Church" (Ch.4)



Planning and preparation



I was very interested in these two things when I set up a seminary in Nagaland, India. In other words, I made a plan and started 'preparation'. These two words may be both known, easy, but not taken seriously.

Usually, they decide to work on a certain ministry or project, and now they plan it. However, a lot of time and energy is invested in planning, but often they cannot actually proceed. It's a long way from trying to put the plan into action right away. This is why 'preparation' is necessary before practice.

Preparation means, rather than preparing everything at once, what you can do is prepare, as there is a saying that "if you light a candle at night, you can only see it in front of one or two meters." When I tried to start school in Nagaland, I talked a lot with the locals. The local person was Mr. Aloto, an international student who came to Korea. We knew each other while training together for two years in Korea.

We decided to set up a school and

said "let's pray" to each other many times. While praying, I read one piece from the summary of a book written by the Auxano Institute in the United States, which seems to have been titled 'Preparation is more important than planning'. So after praying and making a plan, I told Mr. Aloto, "Let's get to prepare now," and he also understood what I meant and spurred the preparation. The word "plan" was no longer needed. Only the word "preparation" and the verb "prepared" remained, and in fact, only that "prepared" was waiting for us. So as I continued to prepare, I was able to get the Opening Ceremony eventually. It was the result of a steady preparation for almost a year. Plans alone do not produce results. You can't just expect something to happen.

In fact, we have learned and done a lot to 'plan'. That's not to say you don't have to plan, but the potential unconsciousness that the plan itself is the end often entwines us. In other words, after the plan, you should focus more on preparation and focus your energy.

Why is preparation important! Preparation is not a one-time slogan, it is not completed at once, nor is it a stationary noun form. It's actually continuing to do something that has no end. Then one day, the ending moment that we completed will come.

Anyway, once the preparation starts, we will get a lot of ideas, insights, and resources from inside and outside. If we just sit still to plan, we cannot see and find the surrounding resources. When we [prepare] for a goal, we will find a way, and when we do, people will also help to see what we do.

Robert Fritz emphasized in his book, The path of least resistance, that if we set one main goal, and tried to achieve it, everything around us would help us. Because that's how things are aligned with people. This is what he calls "structural dynamics."

That's right. God will be with you when you prepare for an important ministry. Planning alone is not enough. Many people make plans, but not many people do, and just stand still and wait, and they no longer prepare in that direction. Nothing happens, even if you plan very well.

I found this to be the case because I opened the school. If we just make a plan and stop there, we can't complete it. It is sad that many people make plans and stop before they prepare. Because, when they make a plan, they stop as if they're done. Then they spend their time looking forward to something "what's going to happen!" but that doesn't really happen. Once you've planned it, you should then move on to preparation.●

Flesh Mob



To see differently

Present situations are standing still, looking the same all the time, but some people see it differently. For instance, Leonardo da Vinci, Christopher Columbus, who painted the Mona Lisa, The Last Supper, and so on.

Sapere vedere (pronounced sah-PARE-ay veh-DARE-ay). The phrase combines the Latin "sapere," which means knowing how, and "vedere," which means to see.

Sapere vedere is knowing how to see. It transposes the saying, "Seeing is believing" to "Believing is seeing." People with sapere vedere look forward as well as inward; they are capable of believing and seeing what others don't. Da Vinci understood that we truly see with our brain first, our heart second, and then our eyes.

Knowing how to see, he realized, is crucial to living a life of significance. It enables us to focus on what we want to see happen instead of focusing on what we don't want to see happen. People without sapere vedere say, "I'll cross that bridge when I get there." Those with sapere vedere say, "I'll see that bridge before I cross it."

Sapere vedere is three dimensional, a combination of hindsight, foresight, and insight. "Hindsight" is seeing back. "Hind" is behind. It's where we've been. "Foresight" is seeing ahead. "Fore" is before. It's what is in front of us. "Insight" is seeing from within. It's what we see with the eyes of our mind and feel with the pulse of our heart
-From the book, *Aspire*



Successful Failure

As Dr. Melvin said, "No one has ever failed," everyone has experienced failure, but the matter is whether it is a successful failure or not.

There are many people in both: successful failure and really failed. We need experiences in both: sometimes failure, other times are not failed.

In the end, we need to evaluate its final results. I have failed experiences, as you guess. Major failures are: I failed to enter high school; I failed to enter theological school; I failed to make University in Korea, and so on.

But I think I am successful in making a University in Kenya now. I am still not sure how I succeeded in it, but people say that I have done good and completed what I have to complete.

In retrospect, I failed a few times, but it was a successful failure. Those failures gave me valuable lessons and to form my personal character and to be humbled what is the important element to be a leader.



Wisdom and Vision

We know the vision is talking about the future, but about the past? Etymologically, wisdom is talking about the past. These two words have Old Germanic roots. The wisdom is "I know what I saw," and the vision is "I know what I see."

Let's talk a bit more about wisdom in the light of our present living. What's wisdom? Generally what we have learned previous from many resources around: for instance, our experience whether good or bad, learning from classroom, book readings.

By the way, I found there are two ways to get wisdom practically: one from personal experience, and another is from the classroom. We need both learning. If I missed one of them, our wisdom is not enough. I can't say only 50 percent is correct.

We are learning a lot from the past, and it shapes us to be what we are. This is true. What I am here, and who I am is important for living today and the matter to relate with other people. And it makes us helpful for them, or harmful to them. There are many illustrations of wisdom to; be used to harm others. We need to be careful once using our wisdom for others.

Heroes of Failure



It seems in this context to say that only those who have eaten bread of tears know life. Failure to do something also means that you have tried it. It means that you have tried something, just as you have failed because you have tried an adventure.

During an employee recruitment interview, a company asks the question, "Have you failed?" Why is the word failure necessarily used in a job interview? It means that those who have never failed are not suitable for the company.

Einstein, who confessed that he "knows how never to invent something." 1,093 U.S. patents are registered in Edison's name. For many of these inventions, Edison failed millions of times.

Those who fail and just collapse end up as failures, but those who overcome those failures can be called heroes of failure. Perhaps failure is given to everyone. Of course, each individual may differ, but it seems to be an essential element in life. It is given equally like this, but it seems to be up to each individual to deal with it.

Edison failed 9,999 times to complete the light bulb that we are currently using. A friend asked him, "Are you going to repeat your failures 10,000 times?" Then Edison said, "I didn't fail over and over again." As the saying goes, "Life is a series of failures," failure is what happens to everyone.

Some people who were born as dwarfs live pessimistically watching it and lamenting it, while others see it as an opportunity and appear in movies.

In the end, failure is a necessary evil and temporary, so anyone can be a hero of failure if they handle it well and live as a foothold, and they can be named (Hall of Fame) in the Hero of Failure Hall. ●

