Lay Pastors Ministry with PACE

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

What is ministry!

I'm an expert in para-church ministry. Not an expert in local church ministry. The word ministry comes from Ephesians 4:11-12, and in my 40s, I have been taught the ministry of the lay pastor from Dr. Melvin and have been doing it for more than 20 years. As a LPM Korea Institute, it was purely to help local churches.

As I continue to emphasize ministry in school, students often ask, "What is ministry?" I was a little embarrassed then. Because I had never thought about the definition of ministry, nor had I ever questioned myself about it. I just took over from Rev. Melvin and worked hard. When they ask me "what my ministry is," I think it's compared with a secular job. In other words, what is the distinction between occupation and ministry? I thought this was the core of the student's question and tried to explain it to them, but I'm going to think about it more specifically. This is because when seminary students graduate, there are almost three ways in front of them: ministry, ministry, or world business.

What is ministry? I don't know exactly what it is. There seems to be no book written about it. But I think there's a clear difference from a secular profession, so let me say:

First, the purpose of ministry is not to make money. Of course, there are many by-products through the ministry, but the primary goal is not money. So all para-church ministry organizations should be non-profit, that's non-profit ministry. Of course, money is needed (I know this well), but if we follow it, it will soon weaken, decline, and eventually die because people see it as pursuing money, not ministry. If we devote complete energy and time to a given ministry itself, money will follow. But God can't make us rich because He only gives us food that is essential for ministry and for daily living (extremely my personal experience). He supplies bread and water while we are in ministry.

Second, the ministry should focus on the direction itself and people, not on maintaining the organization or institution. Ministry and people are primary, and other things are secondary. Most secular institutions focus on its "survival" rather than pursuing its "purpose." But the ministry should focus on people, which is the responsibility and mission of the organization's chief leader. They have to focus on the organization's purpose, and then the people who are involved and involved in the organization will think about its survival. I have also been very focused on our mission and purpose for the past 25 years. And our members tried to maintain and survive our organization. In fact, I think this is a good system.

Third, it is important to develop software for ministry. The strength of the ministry lies in software development rather than hardware, which means that data should be developed. If we neglect them, it is difficult to expect the ministry to live a long life. That way, the hardware will slowly follow later. Of course, as a leader in ministry, we should think of hardware, but people should see that it comes after software, and that there is not only hardware but also software. With enough software, people will also be interested in it as they come and sympathize with the need to prepare hardware, an office or a building and schooling as well if necessary.

Finally, the mindset of a leader is also important. The leader of the ministry should be respected by core members inside. In other words, 1) Leader must devote his entire life to ministry. 2) They should be risk takers at all costs. 3) It should be a simple lifestyle that is not greedy for money, welfare, and wealth. I like to label them "sacrifice". They should be champions in being able to sacrifice and take risks.◆

Big fish in the small pond

I often talk about "big fish in the small pond" when I meet with our university staff, especially the vice president and the head of the faculty. It is expressed as a joke in the case of a new professor at school or a large church pastor who participates in the school management. It doesn't mean there's a problem with such people coming into school. The key is how to deal with it from the school's point of view.

In any organization, in any ministry, there are competent people. They might always think, "Should I stay here longer?" Therefore, rather than expanding their organization or ministry, they always check whether they can grow or not in here, or they can leave at any time.

Because they are big fish, it is inconvenient for them to stay in a small pond. There are two options for us as leaders at this time: let them leave freely, or make our organization so make it bigger. Certainly the latter is a wiser choice, and I think it's entirely up to us, the top leaders.

In the case of our Institute, there have been several such moments. In the beginning stage, the fish were small, and the pond was small as well, so there was no problem at all. But a few years later, exactly two years after the Institute began, big fish slowly came into our pond. So definitely with their help, our pond was slowly upgraded and became an increasingly large pond, and eventually expanded internationally, so the big fish in our pond were satisfied. I think they are determined not to leave our Institute. Because they think they can grow in our pond. And the pond got bigger and bigger. It became like a big river, and later like the ocean.

But something happened. This is the third step. Small fish, and those who first started the Institute, could not survive in the present large pond. They seem to be depressed, thinking about leaving on their own, "I don't have to stay here, in this big pond anymore." It was sad, but was true. So some left and some remained. The remainder were not key members as they used to be, and eventually they remained behind the scene.

As a top leader, I often find it difficult to keep both big and small fish in one pond. It is now a realistic job because there are two classes of people at Melvin University today. I think it is my job to continue to improve the school so that the big people can be satisfied, and also to make the early members proud and not feel bad.◆

Experience of failure in the early years

I found that there are two categories of leadership books. One is how successful people [in business] succeeded in the business world! The other is books about [self-help], written by people who have overcome difficulties and failures in their early personal lives. These second illustrations caught my attention more than the first. As you know, the former are successful people in the successful business world, and they are on the list such as 100 people in the FORTUNE magazine. For example, Steve Jobs, Bill Gate, and many others.

I found that the former are books about how to lead the entire organization, business, and then the latter are about the growth of individual leaders. By the way, I have discovered one peculiar thing in later books of leadership. It is that people who failed in their childhood or youth wrote wonderful books. Not everyone has, but most have had failed experiences. There have been various kinds of failures. For instance, there used to be people who had experienced homelessness; and people who had experienced rough work by the pier. In the meantime, some of those people would visit the community library during their breaks, and read biographies of the world's famous people there. And they were inspired by them, how they restored, how they succeeded. Then, they not only succeeded, but also wrote

many books about 'self-development' in the light of their dark past experiences. So I enjoyed reading such books. Because those books about self-improvement are really helpful for ourselves. I think we may grow through these books. It is important to grow on your own. I'm not talking about making a lot of money, or getting richer in the world. Of course there are many illustrations of how they became rich in the world as well.

In the other words, failure becomes a valuable medicine in their youth. Definitely, there is no need to invite failures purposely, but I think the more important thing is how we act and cope with such things when it comes. The former books - successful people in business - teach us the knowledge and skills of success, but the latter books impress us on how to act and to be proper. The former shows how to make money, while the latter shows how to live wisely. So I think we can once again restore ourselves through these books called 'self-improvement.'◆

Extrinsic and Intrinsic Motivation

For instance, once our staff member does not grow enough which is approximately 15 years ago, actually in the beginning stage of our ministry, they needed my help and my guidance, about destination, future goal, but now they don't need anymore, I am just there and listen their positive feedback almost in any occasions, and also at PACE International School, our school's staff, teachers and even principal, they are grown up, and they don't need my personal help, for instance, counseling, coaching, so on...just present there and listen, because they know it, and also they know how to do it.

I think today's congregation is also different from yesterday. They need motivation which is more upgrading where they could grow up, if they do not feel they are grown they couldn't survive there and also no longer be interested in the one ministry. We couldn't say don't do that because that is the nature of human beings. So we have to accept them, because that is their basic natural process. The matter is upon us, leaders.

Melvin also has written on the motivation in one of his monographs. In #2, "Motivating Lay Pastors," he said Jesus motivated his people. He says there are motivation 'as inspiring a person,' 'stimulating one's spirit,' 'renewing commitment,' 'moving one to action,' 'restoring vision' or to use Paul's words to Timothy, "fan into flame the gift of God." Without motivation, ministry couldn't go forward. One of the duties of leaders is to motivate those who are doing ministry. He stressed there are two motivations, Extrinsic and Intrinsic Motivation.

Also, Daniel H. Pink mentioned these two are his book, Drive. Yes, people need both motivations, from outside and also from inside, of course it depends on the individual, but today, we assure that people can develop motivation from Inside themselves because they have those potential already, so what are we going to do for those people?◆

Are they [F.A.T]?

F-faithful; A-available; and T-teachable

There is a saying that when selecting a leader, or even a small group leader, it should be in accordance with [F.A.T]. F-faithful; A-available; and T-teachable; that is, is he faithful? Does he have time? And is he teachable? This seems a bit of an ideal, but it seems like a necessary checklist in selecting a leader.

Being Faithful is the case where they work faithfully in their job, and gain trust from people around and from their boss. There is also a Bible saying that whatever you do, do as you do to the Lord. Socially speaking, it is the case of doing more than the amount of salary. Some salaried people do less, some do as much as they get, and some do more than that, and moreover, they are people who work steadily and hard. As a result of studying successful people, there were many third cases. It means that they are sincere in small things, so they are given the big job.

The second checklist is, "Is he Available; that is, time for this job?" Some people are like, saying, "I will take it." He has good intentions of working for it. But he can't do it because he doesn't have time. There is an example around me. He took an important task which should be taken care of for a week, but I found he wasn't doing anything for a week, so I was waiting for a few weeks but none yet, and another few months gone, but still no job done, and the worst even a year. Terrible! Isn't he supposed to postpone it? If he really doesn't have time, we can understand it. Even

so, there is a problem with not being able to make time at all. This is a fatal disqualification in team ministry. Anyway, I'm talking here about those who don't have time at all. It is difficult to make a team leader who is always absent at meetings, even if he has wonderful intentions. Then finally we might question, "Is he really available?" or "just lip service always?" I am personally saying here, "if they are already really busy with other things, we can't get them to be a leader in any given task even though he has wonderful talents."

The third checklist, "Is he Teachable?" which means that I can paraphrase "can be corrected by him? Or 'can he change his style? Sometimes there are people who are too stubborn naturally. Once, we are making a 'leadership course' in the training curriculum, which is a top-level course that absolutely requires good character. Some people are very smart, but their decisive weakness is too strong egocentric, so they are ineligible as a leader. People suspect and question, "Is he teachable?" Will it be taught?"

As you can see, three checklists are important. Maybe the first question, "Is he faithful?" contains both of the other things, but I'd like to hig hlight the question, "Is he supposed to be taught?" Also, we might ask ourselves, "are we qualified in these three things?"◆

Two fears

Fear is bound to arise when you are about to start a ministry or project. In other words, you might say worry. You will have two things to say: "What if I fail? (The side of failure)", or fear of failure. The more people who have failed, the more they will have to think about it. Another fear is "What if I miss this opportunity?" or "What if I take it?" or "What if I take it?" However, in the former case, they can't start because of "worries about failure." Don't most people do this?

But those who consider it an opportunity to start when the idea that they don't want to miss or shouldn't miss has become stronger. There are two things: worrying about failure versus worrying about missing out. The choice is, of course, up to the person themselves.

Ifyou miss it and think you'll regret it for life later, you start by accepting it as an opportunity, even if it's hard. As PeterDruckersaid, timing is everything.

In other words, it can be said that everything is timing.

There are three opportunities in life, and it is true that one of them is a decisive opportunity. I recently talked to our chairman of the University. I'm trying to upgrade our school, and I know it's incredibly difficult for me. But the chairman thanked me for being given that opportunity. It's really an unreasonable thing to me. It's possible only when we make almost hundreds of times of dedication, not 100 percent of dedication. But he seems to think of it as a great opportunity given to life. So, as Melvin University has progressed this much, it is getting better little by little. This is entirely thanks to the chairman. In particular, he said he was grateful to meet so many people through that position.

The words "no pain," "no gain," and "no crow" may be a little boring, but it actually is. I appreciate the opportunity given, but it takes a lot of blood and sweat to achieve it. Maybe people are afraid of this and can't. So I recently became aware of the proposition that glory goes with pain. Greater glory is that it must go with greater pain. Somepeople don't even want to take a small risk. Perhaps it's because they're afraid of what they'll do if they fail. The fear that if it doesn't work out, they'll just lose money!

I think it's a matter of choice. Will you give up and regret it for the rest of your life because of your lingering desires? Or will you give it a big shot? Don't we all know that failure is a truck's book and success is just one 300-page book? If we are obsessed with the fear of failure, we won't act.

Isit fear of failure? Is it fear of missing a given opportunity? In my personal case, it was definitely the latter. Opportunities - the establishment of Melvin University - don't come often, so you shouldn't miss them. And while making sure to engrave the slogan "Timing is the most important" on my own, I renew my commitment to seize it if it comes again.●

Flesh Mob

The things that we cannot do!

In the PACE ministry, we often encounter something we cannot do by ourselves...not our problem but theirs (our flock family).

That's why many lay pastors are stressed and struggle with these matters. What are we going to do?

Two cautions on them: one is financial and another is physical problems. Actually it is very basic and simple to talk about but it gives us some caution in the PACE ministry.

Their financial problem and also their Physical problem

Far left(1 of 10 in scale)"too strict" to help them.
Far right (10 of 10 in scale): "too soft" to help them.

Both have problems. One is not helping at all for many reasons. Another one is helping too much with biblical and human reasons.

I think the middle is the best...but we'd better then help. But here the issue is that we can't do it. In this case I also refuse that request, explain, and refuse, and explain.

For instance, Dr. Melvin didn't have finance to help others because he spent all of the finance for this ministry, as I have done. Even though he helped John Ogillah, the national director of LPMKenya...Mevin helped him to study at University. I guess he helped him as much as he can...assuming more than his financial ability...anyway he has done...so Ogillah might work for LPM for the last 20 years.

My case with Melvin is that I still feel sorry about this, of course I didn't have experience of this already, so I made a mistake.

People looking for PACEing people today

Today's society is interesting and people and organizations are opposite to PACE. People today are looking for, called ISO, in search of...at PACE Training Manual. I will quote his one at the bottom here. Anyway, people today are very egocentric. They think in the light of themselves...not care about others and social norms...

Even in the church, people are confused about the intention and will of God? Bible? Church building? Senior pastor? What and who is the top? Did you hear that trees die from the top.? Peter Drucker pointed it out. We couldn't find an Example to follow on this earth. Secular society is enjoying blaming church today, actually they talk about the senior pastor who has the main problem of today's problem. We are shameful as a Christian.

So we need, look for, actually God is look for more PACEing people today. What's the PACEing? We can define from what the lay pastors have to be.

They should be more honest, more reasonable, more morality especially in the money, not boast of himself, see others in the light their side not our side. It will be hundred of pages the qualifications of lay pastors, I mean PACEing people.

"It's the end," but it's not the end!
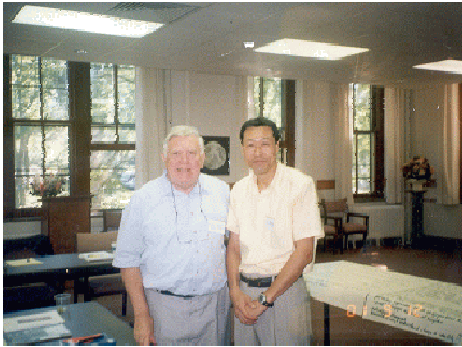
We need to use it well because the end is another beginning. At graduation ceremonies, people often hear the words "graduation is not the end, it is a new beginning." In fact, the word "graduation ceremony" is often used in Asia, but in the West, it used to be thought of as "weird!" to be used as a commencement. So when I looked this word up in the dictionary, it had two meanings: "start and graduate." I think it literally means the message of graduation and the beginning at the same time. That's why I think a lot of people say that graduation is not the end, but a new beginning. I have seen the end and the beginning repeated in our ministry and in my personal progress.

One project is supposed to be over and over. Then another project begins.

It is intentional, but I learned that the know-how, energy, momentum, and new and upgraded projects from the previous projects are automatically starting again. This seems to be done in this way not only in my personal experience, but also in successful ministries, organizations, and companies in the long term. As it progresses like this, 24 years have already passed. It is natural that it will be long-term. It shouldn't be short-lived. It seems like that's what happened because the beginning, the end, and the beginning were repeated. This is an important way of proceeding and seems to be an acceptable concept. After completing one project in the ministry, we start another realistically necessary project that starts a higher project. Then our ministry will be able to last longer.

How can we create a new project, an upgraded project? It might be a question of ourselves. This might say that we need to be creative. Creative leader! What does that mean! When I do something, when I do a specific project, I find myself creative as long as I focus on that project myself. Actually, I'm not originally a creative person, but as I focus as much as I can on a given project at the moment, I constantly get ideas out of my mind. So I can say creative, and I can continue to create something useful. I'm not a creative person, but I think I naturally became creative by repeating the beginning-end-start over and over again.

I'm not talking about "completing" itself. If we add new ideas to change, to upgrade our current situation, we have no choice but to be creative automatically, unconsciously, and in order to "adapt" to a given new situation. We have no choice but to be creative in order to adapt to a new day because yesterday and today are different.

In fact, it seems that we don't have to try to find something completely new in the world. In fact, there is nothing new in the world. All we find new is under the hand of God, or under God's rule, and we only rediscover and use what is done. So we keep adapting to a given new situation, and then we keep making people more adaptable to ourselves and our ministry, and those who have seen it express us as creative!●