



PACE International Seminary

PIS

since July 2015
Nagaland India

PIS is to serve the needs of the church with its motto *“to equip the Saints”*. PIS remains committed to the mission of the World fast growing churches, to train pastors, missionaries, church workers, theological educators and Lay Pastors.

By providing sound and solid theological teaching. PIS seeks to anchor Christian ministers in the historic faith of the church so as to enable them to engage the world with the Good News of Jesus Christ.

PACE International Seminary is not only a school but most importantly it is a Mission Centre of LPMI India to do mission in different parts of north east states of India and beyond.---Aloto Anche, Principal of PIS

www.pisind.com

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Reflection

on the Lay Pastors Ministry (since 1999)
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“Lay Pastors Ministry is the system of congregational care by laypeople”— Dr. Melvin J. Steinbron, Founder of LPM Inc.
www.laypastors.com

Church in terms of Lay Pastors Ministry

I found that there are some fears of lay ministry in the local church. First, the main fear is that the church itself afraid of their congregation’s energy might use for outside of the church. Most of church wants to use their people’s energy for inside. Usually small churches think that is possible for big church to use for outside, but they-small church-need more energy to survive church itself. So they don’t connect lay people with ministry out there. They only think of service, because many lay people in the Bible have done that.

Before that, traditionally churches were not thinking about laypeople seriously because some reasons this and that, so they are not familiar to work with them in terms of lay ministry. I think it was not big issue for the church to think of laypeople last one century, and as someone said there are 3P of lay people: Presence, Pray and Pay, then go home....this is not every church but many of them.

Because of that, there is no specialized in lay ministry, and also no specialist in this area. As we already know, every seminary focused on the only making, producing senior pastor, I mean full time minister. Later on they were thinking of lay pastoring, lay bible study leaders, for instance Cell leader, Bend ministry, lay preacher, lay caregiver, so on. And also there should be paradigm shift if we want to do it more effectively, so both laypeople and clergy are afraid of it.

Another issue here that lay ministry or lay



pastors ministry have to prepare the system which means we have to know and executes from 1 to 10. If we think of LPM here, for instance it has two elements in there: lay ministry and lay pastoring. So it was lay pastoral care ministry in the beginning stage of LPMI USA, but later on they restructured more acutely lay pastors ministry.

There are many kind of lay ministries in the world but we LPM is on the lay pastoral care. This is more easier than other lay ministry in some sense, and this is the basic ministry for the people. And also if we want to this ministry more productive, we have to make proper system of the ministry, as Melvin mentioned, this is the system of congregational care by laypeople, so we have to make adaptive system to the church, then we will find what the LPM is, look like. There is another aspect on the lay ministry which is a little radical approach which is called market place theology saying by Prof. Paul Stevens at Regent College VC, Canada. Beyond that there is missional church in the States, Mission Shape in the UK. I found that they are ok, but at traditional concept it’s not easy to accept, some of them are really good for teaching at seminaries, but adapt to the local church, it should be a lot of modification needed. ♣

Institute and School

We, LPM Korea Institute had started in July 1999, because our founding members said this name Institute is very proper for our job, so we thought our organization exists for both: 1) study LPM and 2) help churches. There were many possible names; Institute, Training Center, and School. But we thought Institute is the best concept to start.

I think we were successful as an Institute, means we tried to study materials as much as we can, and adapting those materials into the local churches. It was fit to our intention and desire to our



staff, so mostly satisfied with these paradigms of our organization in and out. Basically it improved us academically, theoretically and skillfully on the field.

Then two years later we needed to open Training Center just beside of Institute itself. We recruit theology students, pastors, and laypeople into our training center, then we studied with Melvin' first and second book. Through Training Center I got to know many new people, even many foreign students. Through this ministry I was invited a few seminaries, at there, some foreigners were interested in this ministry, so we have told them to make group of people then come to our Training Center once or twice, or several times, and sometimes we went retreat center together, through that events I have touched many countries, so expanded our ministry to overseas, then our ministry were going ok, and go forward smoothly.

In 2006, I remember that when I was at Yale University Divinity College, in New Haven, USA, as a post-doctorate student, I had a strong feeling that we need to make school, formal or informal whatever, so I sent emails many times to our staffs in Korea, I said "we need school, so as soon as I returned to Korea from New Haven we will try to open school, even small and informal schooling system." Our staffs understood what I meant. Soon I came back to Korea we started schooling system, kind of private and informal system, of course we did not have big and nice space, classroom, so shared from our staff's small basement of his church.

Since we have done two years for schooling, then we started for foreigner ministry, called PIF, PACE International Fellowship with Dr. Timothy Kaping who was interested in PACE and was trained with me together. We still wrestled to make formal accredited school so bought the land and struggle to build building...by then, Dr. Timothy and other foreign students who came from Nagaland India said me that how about making PACE school in Nagaland India, it is much cheaper than Korea, so now we started PACE International Seminary at Dimapur Nagaland in July 2015, the school is going ok smoothly.

I still remember vividly why we needed school beside of Institute. When I was at Yale Divinity School in New Haven in summer 2006, I was looking back our 7 years' ministry, so I found two issues: 1) Our staffs are no more interested in the ministry only as an Institute; 2) We have used most of Melvin's basic materials up to then.

Those two issues were very urgent to change to me. 1) Our staffs are not growing anymore, they have grown up last seven years a lot but stopped growing now, the main reason is that they don't have new job to challenge themselves. They know everything what I already know, because we have worked each other very closely and shared everything; ideas, insights, experiences, so nothing new to them, even about me, their leader.

We want to make growth, so I thought this is my job, my responsibility to show, to give them new task, it I don't give it they will leave me and this ministry soon or late. 2) We need to find new things from Melvin's, and develop new materials, I mean more additional resources, and the most important was that I want to use fully Melvin's materials, but churches are limited to adopt, adapt, to use our resources, I mean they want to stay at PACE itself, only basic Training Manual (32 pages) itself forever, even big church, like Hallelujah church (6,000 people) used only the basic Manual always.

So I thought once we make school we may use Melvin's materials, for instance, second book, Monograph, and make them to upgrade is possible. Churches were not that kind of level. They don't need higher approach, so I was right that I found PACE school now using every level of resources freely.

And another issue was in my mind that the question, "what is the ultimate end of this ministry?" Through checking the para-church ministry in the world, especially in the States, the best option was finally to make school for longevity, and most of parachurch ministry died, closed down the door in a few years, probably average 5-6 years just like how I felt then, so the longest one was school. As only an Institute is not possible to be longevity, it was very clearer to me.



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For example, George Barna Group, kind of company, they started Barna Institute then they shifted to company, Billy Graham's Evangelical organization finally made school, Gordon Cornell Theological Seminary for longevity, some sense forever, so Institute only goes to 5-6 years and then they die. Company goes for 15-20 years, and school goes far beyond 4-50 years as we know.

Even when the Founder of the ministry dies, what's going to happen? Mostly close down the ministry, of course some takes over the ministry, for instance Graham's daughter Rose took over her father's ministry, but not that much effective like his father, but other many cases were not perpetuated, so I was little worry about not only for me but also LPM in the States, if Melvin dies what's gonna happen to them!!!!, and LPM Korea, without me, who is gonna take over this ministry? Not easy to take it at their shoulders because this is not easy



ministry for personal lives.

So I thought this issue many times and told to our close staffs and explained why we need school, in terms of this practical issue. Mostly understood but some didn't. Anyway since we started school, these fears, struggles were disappeared and even to LPMI USA, LPM Korea, and all over the world of LPM Ministry. So we are now relief and thanks God to let us to open School finally in 22th of July, 2015.♣

Institute and local church

Local churches and we, Headquarter need each other. As an Institute, we definitely need local church which is through my experiences before. Why? For local church, why they need Headquarter? They need someone when they need to talk, to share something in terms of ministry and some related. This is also the function of National headquarter Office, Institute.

Once they think of headquarter, they need to get pride of themselves. They feel they have big brother those who has strong power, competent, ability to solve what they have, answer everything they wrestled presently. Actually every ministry has problems this and that, just like every churches have problem inside and outside.. So when they have it, they feel they need someone who is gonna help from outside, especially those who are specialized in the area. They believe HQ people are specialists on that area, so they look at them. For instance HQ of LPMI USA is in New Jersey. Long before it was in Ohio, where Dr. Melvin reside, but now in New Jersey because where Else who manage, operate of this ministry lives there. President of LPMI USA lives in South Carolina. So that's not good for clients of course location is not the issue especially for today's situation, but symbolically people expect the top person stay close to HQ, National Office. For me, I was in the HQ Office always, because people expect I am there for them always, and helping them when they contact.

Another issue for local church is that they need upgrade and reequipping. When they need, they need to counsel with HQ. I have done this many years and reequipping seminars for local churches, e.g., for lay pastors who are presently doing PACE ministry. As we know every people, every ministry couldn't stay at one certain fixed level, they want to grow and upgrade, and if they do by themselves its good, in that case they are highly self-disciplined. But mostly, especially those ordinary Christians are rely on

training that came and train them from outside, so HQ alert to do those reequipping session.

Second for HQ: Why they need local churches? As Headquarter, we need some field to test our materials, resources, especially those we newly developed materials. When we develop new materials, of course which are derived from Melvin's original, we need to test that is it workable, and useable to the local church for now? Because I found that those from other ministries which is not workable and unused, so they have putted a lot of energy and finance but finally ended up with never used. That's sad! So when we develop any materials, we have to use it as much as we can, I mean we have to develop workable resources, not for just making, but for just necessary materials.

And another issue is that local churches are actually our financial supporters. We, Institute, help them with resources then they help HQ to survive for longevity. This is really true. Without their support, we couldn't survive. Most of network churches know this very well. I mean we are here for them. When I go to them to train, they pay my hotel, training fee, and in addition to fee for resources, mainly text books separately. If there are 10 lay pastors candidates, I bring 10 books, so they know this is separate charge. So I visit one church to train, they spend around \$500 USD usually. It's good for management of our National Office. I didn't get any salary from Office, so every income just come into Office and using for them to survive, and I have survived last 10 years by the grace of God. Of course our Office helped my living.

Other things can get form local church is that they give us reflection of the ministry time to time, and some valuable information of other ministries. I have done focus only on our ministry, so no info of other's, so local pastors give me those different prospective which is helpful for new approach, and also give me new insights to adapt to our ministry. ♣

Is PACE fits for today's church?

I am not mean that we don't need PACE ministry for today, but today's society is different to get and to do the concept of PACE, e.g., caring ministry because today's world is very different from yesterday, I mean once Melvin has developed PACE ministry three decades ago. Of course, so PACE need especially in this kind of society, but sometimes I am wondering is PACE working for today?

As we all know the PACE is caring ministry; Pray for others, Available to them, Contact them regularly, and Example as a Christian. These are very difficult in today's world...of course it depends on how much we really use! Of course it is for people in the church. I don't mean that any particular church but churches in general.

Let me talk about Prayer first. I found today's people are busy because if they are not busy, I mean not working, they couldn't survive in this economic society, so even busy for themselves, for their own family, and I found mostly wrestling to survive. In the surface, they look ok, but most of them are crying for now and some are urgent; so difficult to pray for others, and no time to think of others.

Second is Available. This is tougher than the first one, Prayer. The first one is Prayer, means we don't need to go to them, we just here where we are now, so not too difficult to do that, don't need to move to them physically, but Available it different. Prayer is just emotional involved but the Available is emotional & also physical, so more difficult to get done that they want.

The Founder Dr. Melvin and his team made this, because they think this is what they have to do. But people today is more busy and much different when they made, so not easy to share their precious time to the others, even when they have time, they want to relax, resting time from a lot of stress, so it's not realistic to them. Even third is Contact which means contact them proactively, Available means when they asks, we

approach to them. As we do three above we will be an Example as a Christian.

As we think of those briefly now, not easy to do...it is really not for ordinary Christians. We have to think of it seriously and need to get callingness from God. Also those who are given caring gifts; mercy, compassion and encourage; is possible to do this ministry. I am saying here we need to think of PACE more seriously if we are sure this ministry need for today.

How to solve this problem? I can think of it two ways: Reequipping & individual supervision. I think regular re-equipping is important.

When they are training, they may use of Melvin's materials. Of course they also can be a creative to develop and use other materials. First at all, look at thirteen monographs. There must be answers of these problems. Once I revisit PACE network churches, I use those materials and found that it's very useful, helpful and valuable. It renews their commitment, and also their identity, who they are as a lay minister. Second, they need to meet their Shepherd or ministry leader regularly. It's also very helpful.

I found that there were two ways to get help when I am trained at CPE course: group dynamics and Individual supervision. We needed those two approaches regularly, so that was good to my growth. Both are same valuable, so LPM/PACE ministry definitely need those two approaches, group training and individual supervision, I mean doing PACE at field, then sometimes trained together regularly, and meet their ministry leader regularly. That's the way to do. ♣



Long term and short term, less than 6 months

I often questioned myself why some churches stop this ministry too soon, mostly less than 6 months. I found a few reasons why they don't go longevity.

They expect the result, its fruit too soon. As someone said baby needs 10 months to get out and see the world; bamboo needs a few years... to grow...so it takes time to see result, to get fruit, but mostly couldn't wait until to ripen, they wants get its fruit in few days...how can we get result and fruit in this short period of time .

We know about change process, it needs three stages: *Ending, Neutral Zone* and *nBeginning*. Lay Pastors Ministry is new to the people so they need to let go old concept, old mind. Of course to let go takes time. They know they need time, but we leaders couldn't wait to the time, so we tend to hasty, then there is problem sprung up, people need time, but we can't wait so not matured there always. That's why I found people are not growing, not maturing enough. Before they growing enough, its ministry closed down, because it looks no result, no fruit as they expected so become short-term ministry. This is on problem of this

approach.

There is another problem that once their ministry has failed, they changed another too soon, so too many ministries at short time, so people anxious about leader's leadership. They don't give leaders credit properly. Because they assume their pastor has leadership problem, that's why he or she change ministry items too soon, very often. Their leaders do this for a few weeks, then give up, another few weeks then give up, and others then give up, so 5-6 ministries paradigm in a year. Who is gonna believe this style, approach. Finally both laypeople and pastor, burn out, and in the end they don't do anything, no more trying new paradigm, then go back to old paradigm, a few years backward. That's what happened to many churches today. Finally they says that our church couldn't do anything, and anything is doesn't work in our church.

I want to say here that they need patience and wait. As we know many successful ministry, they were doing something many years, some are more than 10 years, some 20, some 30 years. I am not saying

here the years are the answer, but they have to wait until fully matured, growth enough, then in due time, they will see the fruit with their own eyes, then they know this is valuable ministry for themselves and also for their church.

We need to know two things here: we have to wait, then they will be mature in spirituality and in ministry. Patience and mature goes hands on hands, because through patience they are growing, I mean maturing, so without maturing personally and ministry, they can't get its result. They want to be witness of the ministry, so they have to wait, sometimes they feel they are killing time, wasting time, tedious progress, goes too slow, but they need to go through this stage, *Ending, Neutral zone* and then *nBeginning* comes to the end.. Lets wait, and wait a little more, and don't stop and keep on going but don't push then too much at one time, it we do they will give up because it gives them burn out! ♣