



**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 LPM India to do mission in different parts of north east states of India and beyond.---Aloto Anche, Principal of PIS

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**President Dr. Byeong Chea Seo**  
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# Reflection

on the Lay Pastors Ministry (since 1999)  
Rev. ByeongChea, Seo (Ph.D), President of PIS

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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](http://www.laypastors.com) (since 1978)

## David Clement, National Director of Canada:

As a pastor, I long ago discovered that I was unable to visit the people of God as often or as fully as would be helpful to them. Every person has a need to feel loved and cared for. Often the pastor believes he or she must provide this loving and caring alone. Too often, the people of God are prepared to let that happen and the result is that people are not cared for to the extent that God expects and indeed calls us to provide.....How then can pastors and people come together to best fulfil this purpose? LPMI provides an ideal map for such a process. Based on the story of Moses and Jethro (Exodus 10) the LPMI method of pastoral care divides God's people into workable groups that can easily be cared for by trained lay people who are equipped and supported by the pastoral team. Pastors can fulfil their

calling to equip the people of God for the work of God (Eph 4:12) by introducing the concept of lay pastoral care and following through by selecting competent leaders and training up excellent visitors. It



is important that the leadership team constantly nurture, support and encourage those providing the care with ongoing training and prayer.

LPMI provides the perfect framework in which to organize a structured ministry which ensures that all members of a particular church family are adequately cared for. As a pastor I thank God for Dr. Mel Steinbron and others who have worked so tirelessly to develop and adapt this ministry for use in large and small settings. It is helpful to me to know that, even though I cannot contact each family as often as might be helpful to them, our church family is well cared for by well-equipped, loving Christians. If, as a pastor, you want to provide the best possible pastoral care to your people I commend the Lay Pastors Ministry to you, knowing that God will bless the people with whom you minister as he has those around the world who are already involved in this effective, caring ministry.♣

## Ministry Cycle... 6 years

There is cycle of any ministry. If we look at books on the ministry, some books explain about this issue more in detail. Some compare this cycle with life cycle, e.g., born, getting old, sick and die. Just like four season; Spring, Summer, Fall and Winter. it's true to anyone in the world. Just like that there are cycles of ministry: 1) start; 2) grow; 3) climax; and 4) decline (dying). They say before dying, means what they sense something decline they have to prepare to restart, renew something which will be around 6 years old of ministry, so mainly change the direction of procedure, and without those action seriously the ministry will die soon.

Four us, LPM Korea, it was clear of these four stages: 1) starting in 1999; 2) growing in 2000-2005; 3) climax 2006-2008. Then I sensed something, we are declining (after 2008). I think we have done 5 years for individual churches, then we felt that we need to gather people and training them

instead of just visiting each churches which means we need regular training course, or Training Center, so opened Training Center, and it was minor change in our procedure...and a few years later we needed to do major change in our direction for the future.

On the way to change, as you know I found there are three stages of change: 1) Letting go; 2) Neutral one; 3) and new Beginning. Whenever in the midst of those transitions, I used to read books on the issue, so I found some answers, clues, ideas, insights from them, so first we needed to Let go old one, habit, concept, direction, mindset, but actually we don't need to forget past experiences, achievements, mature, insights totally, rather it help some for changing, so we need it and then we jump into Neutral Zone with those past resources. But we couldn't go back to the past. We are here, present in Neutral Zone, so people, our staff was also wrestling what to do next...we forgot the past, let go, and jump into midst of empty, quiet place... finally we work up and found the door to get out, which

means major change our course, of course based on the past resources, even we were in the Neutral zone, we have moved into new thing, new direction which means new Beginning.

In retrospect, we changed twice; first minor change, and then major change, without those renew of direction, new beginning, upgrade is not possible and we will be closed down our organization finally.

Luckily, LPM Korea got on the right track, I mean shift to schooling, so moved forward slowly and smoothly. How? A few things: Leader's mind is important and it makes energy to the new direction. And God shed new way for the future. Our staffs understood what it is and reality of near future and also responded from the people especially Dr. Melvin's encouragement all the way. I think we were in the midst, at the neutral zone for about 2-3 years, in those years we were in the 3 boats at same time: Letting go the old one; Neutral Zone and New Beginning. And we have passed these nicely so we are going forward now where we have to go. ♣

## Photo News of the PIS





## Visited Overseas School



Through the work of Lay Pastors Ministry, I have visited a few schools in the States and United Kingdom: Oxford Univ., Cambridge Univ., Ridley Hall in U.K; and Yale Univ., New York Theological Seminary in USA.

First of all, I have visited University of Oxford many times in many years. Through the visit and study at Oxford I met many professors and peers from all over the world, so I had chances to give them Dr. Melvin's two textbooks and introduced Lay Pastors Ministry. Not only studied at Oxford but also stayed at Wycliff Hall as a visiting scholar for a month, and it was different good experience. I had met many teachers and friends there.

At Oxford I met Dr. Vincent Strudwick, professor of Kellogg College and finally he became Advisor of my Ph.D Dissertation on the Lay Pastors Ministry at Graduate Theological Foundation. He was really good not only as a professor but also as a

person. Not only helped my dissertation but also recommend for me to come to Yale Divinity School, New Haven in the States as a postdoc. Jane Shaw who then was the dean of Christ Church College and also director of our studies, and John Morgan the president of GTF(Indiana, USA), and OT Professor Dr. Robin who was also my professor and advisor of Postdoc. Another school was Wycliffe Hall where I have stayed for a month as a visiting scholar. Experiences from Wycliffe Hall was fascinating, because I was free of the timetable and I had a lot of time to do myself.

Second major school is Cambridge University. I have visited colleges in the University; Cambridge Divinity School, King's College and Ridley Hall. When I was at Oxford, I have visited those three institutions.

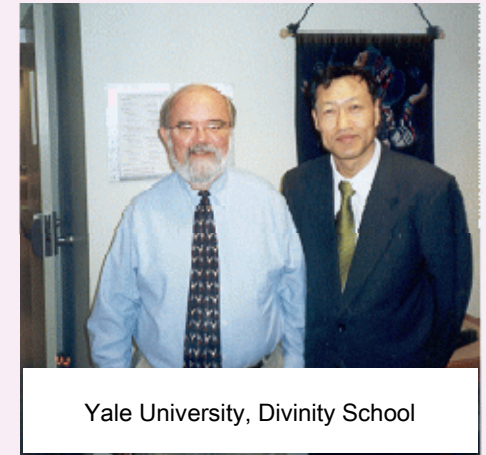
I tried to be a visiting scholar to Cambridge Divinity School (YDS), but the admission wall too high to me, so I couldn't come into that program but I met some professor at there and visited their Library that I was looking for books on lay ministry but only a few books there. No helped at all. Later on I realized most of Cambridge's colleges focus only on the Old Testament, and Ancient linguistics so they are not interested in ministry of the church.

Anyway I met dean of King's college, Dr. Jeremy Morris. Before I go to Oxford, I contacted many colleges to meet professor those whom I am talking to about our ministry. The one was the dean, Dr. Jeremy Morris at King's. We communicated through before I arrive at his Office at King's College. We talk a lot of each one's ministries and he agreed hundred percent of the philosophy and concept of Lay Pastors Ministry but it's not easy to adapt this to his denomination Anglican. Because of their hierarchy system. Anyway it was fruitful dialogue with different person and I gave him Melvin's two books.

Then I applied to Ridley Hall College at Cambridge as a Visiting scholar, they accepted me but I couldn't go and stay for a few months because not possible out of my ministry in Korea, anyway I met Dr. Adrain, the director of VS, and talked a lot about our my ministry and he introduced his ministry, called Mission Shape, this is also kind of laypeople development and training.

Third major school was Yale Divinity School, New Haven, USA. When I got Ph.D, I want to come to Yale as postdoc, I applied and had an interview for an hour with the director of the program, Dr. Paul Strenberg and he said "yes" after an Interview, so I went up there for a month in the following year, I remember 2007, and I had wonderful experience, I met many people and got to know OMSC (Overseas Missionary Study Center)<sup>1</sup> where is just one block from YDS. Last School is New York Theological Seminary where I met professor, Dr. Kim who was teaching on the Pastoral care.<sup>2</sup> Professor Kim agreed our ministry and said necessity for today's

immigrant churches, and suggested that Korean congregations in New York areas are very conservative, so we need time to persuade the senior pastor, which means top people have to understand and accept this concept and philosophy first because this is really a kind of layministry, so they need time to permeate.



Through these four prominent schools in the world, I found that mostly accept the theology, concept and philosophy of Lay pastors Ministry so I got strong confidence again and also our ministry is no problem to be used at any countries, and any schools in the world. ♣

### Note

1. **OMSC**-Overseas Ministry Study Center (New Haven, Eastern USA). **World Mission Center** at Fuller Theological Seminary (Pasadena, Western USA). **OCMS** -Oxford Center for Mission Studies (Oxford, United Kingdom).

2. Once I went to New York to attend in Installation Service for Rev. Kwangsung Jeon who was staff of LPM Korea, then I planned to visit **NYTS**, so I met the professor at their school.

## Staffs of LPM Korea

Staff people are very important to this kind of ministry. Every organization has different concept on the staffing, but I think our style is good.

The reasons are these. I found that everyone has strength at some point I can say they have spiritual gifts, better to say “talent” in some



area. Some teaches very well, some makes excellent fellowship, some has very reasonable thought, some has very structural system of their brain, some are very quiet style so no make a mistake...so on. As we see there are various people in the world, even in the small organizations.

Two major issues in this point:

Number I: When I started this ministry Dr. Melvin advised me, “you can’t do it alone, if you to cover all of Korean churches, make a team for the national level.” And as we know he developed the monograph on “Leadership Group for Lay Pastors Ministry” in the local church. Even this monograph talk about local church, it is good for adapting to National level, so I

used it to make Staffing for LPM Korea. There could be many different names those who are working for national level, but we put the name “Staff” for LPM

Korea. Since Dr. Melvin wrote at Monograph, I told people around me to join as staff a member for Korean churches, so people came into our group one

by one, in the beginning just three people have started Institute but later on it became 11 people. I found that less than five people is a little weak, and more than 10 people are a little difficult to work together as a core team, so I tried to keep the number 8-10 people all the way.

Number II: I tried to get family consciousness among our staff member. I told them many times, “we are family.” I have it still in my mind. That’s why the “Staff” concept is the best for this kind of ministry. They don’t leave LPM Korea easily because they are here for helping Korean churches (clear goal), and we are family (inside culture).

Every member was a volunteer, I mean no salary at all, even our full-time staff in the Office, including me, was no paid all the way, last 10 years. We eat together, sad together, happy together, think together, and even they couldn’t sleep well once we have problem to solve, assignment to complete and longing for success, in some way they have enjoyed those problem, challenge, task in front of them. Since we have family and team concept for specific mission it was possible.

So I am really appreciated to their investment of time, energy, even sacrifice which was put in this ministry, for helping Korean churches. We have done very well and hope other countries have this kind of team in their ministry, and also appreciate to



Dr. Melvin who guided us to do that, and LPMI USA which is still modeling the rest of us. They call them “Board member”, and we know they are working for the International level. That’s why they call themselves Board member. ♣

