



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

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

## Effective and productive

I remember that I read one article dealt with this, “Effective & Productive” which was also written by Dr. Melvin, and I have thought this many times, many years, and just questioned myself while I was doing something, “Is it effective and productive?”

Once we are doing something, we’d better to ask these two questions which are useful for us, and then we can also use it as a checklist. Once I tried to make school at Iksan City where was 2 hours southbound from Seoul Korea, even I spent almost three years and it was really hard times and tedious times, but sadly was not much progress, then finally Dr. Melvin warned me to think, check “is that effective and productive?” I believed he talks about my leadership, strategy, behavior, so on. We both know I am hardworking man, and that’s no problem, much better than lazy....but never thought of these questions: Effective and Productive?

If there is no effective and even no productive, what we have tried many years, then we need to question of it, why are we eep on doing this? In retrospect, I was not wise, but I couldn’t stop it because I really wished to make school and I also believed it is right decision, right procedures, but finally I was wrong, so I have accepted Melvin’s advice to stop doing that way.



So how can we become effective & productive? Let me talk the former first. If we want to be effective at some specific ministry, I found these followings in general: 1) concentration; 2) using the proper tool; 3) considering the process; 4) more systematic approach.

Once we are doing some ministry, we have to concentrate fully what we are doing in hand, only then it will be effective. 2) And we need to be used the proper tool to do it. That is why we need many resources around us. In many cases, I pick up many insights from new books regularly. 3) We have to consider the process. Every ministry is in motion, moving forward to something, so there should be process, buying people’s mind, and working together. 4) We need to be more systematic approach. We need to have two minds all the time: Automatic & Reflection which implies Quick & Slow, Emotional & Intellectual. These elements are working in our progresses, so we have to work systematically.

And then, how do we become productive? This is another important question. How can we productive? 1) Target is important. What we are trying to do? What’s our final destination? What’s our purpose? 2) We need to be result-oriented mindset. If we don’t have it, might be get distraction once we face some different opinions. So stick at its result, 3) We shouldn’t have to stick at routine, it makes not productive. We, human, used to do as usual, all the time, so we need to check time to time to this: Are these styles productive? If not, we have to think seriously and might be change the course.

I appreciate to Dr. Melvin who gave me this critical question, “what you are doing for now is effective and productive toward your goal?”♣

## Essence of Lay Pastors Ministry

What is the essence of this ministry? I think the first one is personal growth and sense of accomplishment. Of course to fulfill of Divine's call is important too. Let me talk of LPMI USA's board members. They are still belonging to this ministry which is almost 30 years. Why?

In the present, they are growing personally, professionally and also respond to the God's calling, so I think personal growth is practical essence of this ministry. And calling of Divine is not neglected issue here. Why do you this? Yes, God called me to do. This is definite answer, and it is correct.

Another essence is church growth. Whatever we do, it should be relating to expand the kingdom of God. As we know the living tree will grow, and this is definite true, and no question of it. Whatever it's numeral or quality, the ministry should help to

grow church inside and outside.

Other issue is relating to the church culture. If there are not good cultures in the church, actually through this ministry their culture will be change. And also there should be ministry-oriented culture which means not only to be a membership of the church but also ministry-focused in mind.

Lastly to fulfill of God's will, and this is Biblical mandate. Lay Pastors Ministry is trying to fulfill God's mandate which could find from John 21:15-17, Jesus said to Peter, "If you love me, care, tend, feed my sheep, and more from I Peter 5:1-4 that the Great Chart which Dr. Melvin putted this name. Yes, we have to love our neighbors and people around, that is the fulfillment of God's law. So LPM is trying to do this mandate more in detail, and systematically. I think those elements are the essences of Lay Pastors Ministry. ♣

## Permanent campus site of the PIS, Nagaland India (at Sangtamtila)





## Example-what and how different?

What is that mean of Example? Can we become an example? How? Is it easy? I found that being an Example is the hardest one among four ministries: P-A-C-E. There are many elements when we think of being an example. In short, example means something to show, something to effect, something to follow, something to respect, and what is the ultimate end of example?

Of course, we can find this from PACE Training Manual. I remember those who are “loving God,” “loving church,” “loving people,” then we become an example. Yes, if we become a loving person, we can be an example, and this is true in part, but that’s not enough as you know.

We might think of Jesus if we concluded that Jesus is the example to all of us. What did he do? There are many but here we may think of a few, he is: 1) Biblical person; 2) obeying to God; 3) love people permanently. There are many people in faith in the Bible. But example only in the faith is not enough. When we talk about an example in faith, there are so many people in the church. But they are only to their personal faith which means very limited. We now talk about ministry. For instance, giving something to the other people is another story in having a faith. I mean they are very hesitated to give something to the other people, they are very introverted and have self-centered life

style and life philosophy.

What is the ultimate example of Jesus? I’d like call here “Sacrifice” which means he doesn’t have his own property. Interestingly that’s true. You may say we live different era? It was AD 1 century, but now is AD 2000? We can do many examples ourselves, but final one is money, our property, our belongings. Can we dare throw away ours to the ministry? What God want us to do in this early life. Make our own property? No, I don’t think so. Of course we need food and house for our family. That’s enough. Do we need more?

That’s why I thought to be an Example is the toughest one among the four; P-A-C-E. And also we can be a 1) short-term example, 2) long term example, and furthermore 3) permanent example until to leave this earthly life. Why we become only short time of period, only a few weeks, a few years? And some become longevity, permanent, Dr. Melvin, and Jesus, so on.

Real example is contagious. Did we effect something good by others? ♣



## PACE in the three countries: USA, Korea and Nagaland



I think there are some reasons why they adopt this ministry at their countries. We may compare of it.

For instance, in the States, there were too many people in the one church, of course some small church there, but when Dr. Melvin developed this ministry their congregation was about 2000 plus, so they definitely need individual care but it was impossible with traditional church system. And most of US churches focused on the only evangelism last 30-40 years as other new Christian countries do, so they need care for them once they came into the church and settled down. On top of that, in those days parachurch movement was blossom so many organizations sprung up to help churches. So Dr. Melvin’s PACE ministry (Lay Pastors Ministry) was one of them and are satisfied PACE to the most churches, so it worked out well. And they also loved this ministry because it made them to think laypeople seriously, so became one kind of lay ministry movement.

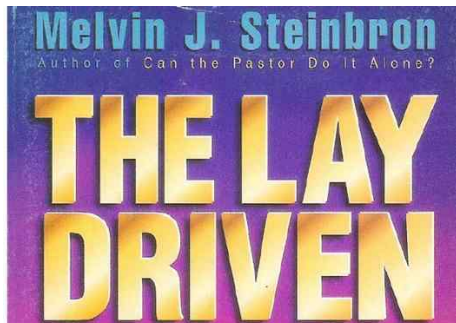
In Korea, once PACE ministry came to there, Korean church’s history was almost 100 years old. So last 100 years they have

done many ministries, included Evangelism, so they don’t know what and where is the next level for churches so when they tasted LPM/PACE, they grasped instantly. Korean churches used PACE for church growth because 1990s, Korean churches were getting down numerally, and no more satisfied with present church situation, both laity and pastors. And also lay people developed themselves half way, so they want to grow individually fully, then PACE made them to grow so became happy and satisfied with this ministry.

In Nagaland, they are poor people, so longing to get help from others, the PACE, especially which is core concept of “love with skin on” was matched to their situation. And also they never heard lay ministry in the past, almost 100 years. Their Christian history is almost same to Korea. So they never thought of lay ministry and never serious to the lay people. Only 3 P: Presence, Pray, and Pay. They were focused on the pastors, and denomination dominated to even local churches. Denomination’s HQ control churches and also their pastors, so not possible to plant new church which means strong hierarchy system they have it 100 years. So once they heard Lay Ministry, Lay Pastors Ministry and PACE ministry from my teaching, mostly surprised and also expressed gratitude to me and opened their eyes to the new paradigm and accepted as it is Biblical instruction. It really will be the Second Reformation to them, so PACE International Seminary (PIS) will be critical role to this movement in Nagaland churches in the future. ♣

## Pitfall at caring

This is not the serious issue, but willing to deal with. Once we are trained with the PACE Manual. There is mentioning of a few cautious when we care for others. The one is money issue. We shouldn't give and take money with our flock family that is what PACE manual teach us and also I trained people with this text many times at many occasions.



Of course we have to be careful to borrow from them those whom under our care. Personally I couldn't remember I borrowed money from my flock members. It's ok. But I am wondering here that giving money to them, help them with financially, lend money to them. This is a critical issue to me all the way. Yes, we have to be careful to borrow money from them,

and also do we have to be very careful to give, to lend money to them?

Sometimes, we need to give them when it's very serious to them, of course, this is significant issue between we and flock are, by the way I found that we are too careful to use, to give our money to them. So we tend to close our mind too early. I think sometimes we need to give money to the needy, especially in terms of ministry we have to donate some finance to the ministry. Of course I am not generous person, but we have to be careful to close down our mind too early as the instruction of PACE Manual.

Of course we can't help everyone, every ministry, and every organization but some organization where in the poor country really need our financial help, then we have to open our mind to them. Yes, we need to cautious about giving as Melvin advised us, but if we too strict to it all the time, there is no ministry to survive in the world and couldn't expand the kingdom of God, and as we know every ministries need finance to accomplish it, and God know what and how to complete it. ♣

## Widen or deepen?

When we are doing ministry especially for a few years in the early stages, we will think of two questions always: can we try to be widen or deepen? This was very important questions to me all the time for a while. As we know there is ministry cycle in every organization: starting, growing, climax, and then decline.

When we start ministry, we focus on how to make firmly rooting the ministry. That's the indispensable question. Anyway, we have to root our ministry safely. And once it rooted firmly, we tend to think of how to expand, widen our ministry, then we have to be careful about this temptation (I call it

people's attention, which means we have to use a convex lens for long time when it is burning, and bursting, then automatically its' energy will be expand over the wall of the bank...so we have to wait until then, in due time, e.g., fullness of energy. So let's make deepen continually, it will be overflow smoothly the expansion is possible. That's my experience. ♣

“temptation”), because we tend to expand purposely far beyond our capacity, ability to do...of course we will learn something through trial and error. But before to make serious mistake, we would better to know what it is and how to manage it.

This is what I have learned from my own ministry. I guess we'd better to think only stick the make deepen if there is no particular reason, because if we try to make widen too early it will be mistaken. If we think of widen, we'd better let deepen ministry overflow from themselves, e.g., from itself, not purposely from ourselves. If we try to widen before fullness of deepen, we will scatter our energy, and distract of

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