



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)

President Dr. Byeong Chea Seo

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Principal Pastor Aloto Anche (Th.M)

# Reflection

on the Lay Pastors Ministry (since 1999) *published bimonthly*  
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. USA  
[www.laypastors.com](http://www.laypastors.com) (since 1978)

Dear Friends,

You do know that from time-to-time people get confused.

Let me share a story with you.

A young preacher was asked by the local funeral director to hold a graveside burial service at a small local cemetery for someone with no family or friends. The preacher started early but quickly got lost, making several wrong turns. Eventually, a half-hour late, he saw a backhoe and its crew, but the hearse was nowhere in sight, and the workmen were eating lunch. The diligent young pastor went to the open grave and found the vault lid already in place. Taking out his book, he read the service. Feeling guilty because of his tardiness, he preached an impassioned and lengthy service. But as he was returning to his car, he overheard one of the workmen say, “I’ve been putting in septic tanks for 20 years and I ain’t never seen nothin’ like that.”



Many times both clergy and the laity alike are standing in the presence of people who are very gifted but they do not see their potential. They have the ability to show the love of Christ, but simply do not see others, or themselves, as God’s agents to bless and even change lives in the name of Jesus.



But if people are identified, encouraged and equipped in caring ministry, lives truly can be changed for the glory of our Lord Jesus.

That is a foundational truth and belief that guides the Lay Pastors Ministry. Dr. Melvin J. Steinbron, the founder of our ministry, quoted Thomas Gillespie who wrote: Pastoring will be realized only if the non-clergy are willing to **MOVE UP**, if the clergy are willing to **MOVE OVER**, and if all of God’s people are willing to **MOVE OUT!** (Ref: pg. 60, *Can The Pastor Do It Alone?*)

LPMI stands ready to help local congregations in equipping both clergy and laity alike in a caring ministry. This model of ministry touches people lives through personal prayer, being available in times of need, contacting them in multiple ways and, by the grace of God, to be godly examples of love through Jesus Christ our Lord.

Your partner in ministry,

Rev. Tom Corbell, Statesville NC

LPMI President and Mid-Atlantic Regional Director

## About Reproducing

Every pastor's hope is to reproducing the second, the third group of Lay Pastors. It is good but also not easy job I found.

If they are big church, like Hallelujah church, it is ok and possible but less than 100 people's church it's challenging. In the case of Hallelujah church, their members are over than 6,000 (now 10,000 people). They adopted this ministry through our institution, LPM Korea. Because of there are a lot of people, they made PACE Training Center and opened 12-weeks regular classes in twice a year, Spring and Fall, and mostly 50 people came into each session which means they produced 100 new Lay Pastors every year for more than 10 years, so more than 1,200 Lay Pastors are there. I, Byeong, have been working with them all the way. This is the case of big church.

But in the small churches..... less than 100 people or so. I found that most churches which adopted this ministry is between 100-150 people. They want to upgrade their church and also their people. It is really urgent to them so they definitely needed this ministry. No question about it. They love

it, accept it, enjoy it in the beginning stage and first term, but time to recruiting second group of new Lay Pastors they find it's difficulty. The main reason is not enough applicants coming up. That's not their fault. Mostly 10 percent of congregation become the first group of lay pastors my finding through experiences, so most of dedicated people became lay pastors already.....only 4- 5 people left to apply for being a lay pastors. This is definitely true. Only 100 people are in the church, and many of them are not committed and also not gifted on caring for others. So this size of church has only two groups of lay pastors maximum. Anyway they do PACE ministry 2-3 years and then shut down. That's why small churches are more focus on the church growth not church caring. Church growth is their priority.



## Bottom Up system



When LPM comes into the Hallelujah Church, one elder\* was a little surprised and also not surprised, he might think that this is for granted because he was working at company of Yuhan-Kimbly. He said their company is doing this kind of leadership already which means Bottom Up system, so familiar the philosophy of Lay Pastors Ministry, then he accepted this ministry gladly and jumped into this ministry right away, and work for this ministry last 15 years for his church and for the entire Korean churches.

Traditionally, only pastor's idea dominated throughout the church, and it was no problem at established and traditional churches, and it's the same today's many churches. But today's surroundings are totally different from yesterday, from last decades. Especially, laypeople have developed themselves and

they know many things which are beneficial to the church ministry. They have many resources what we, pastors, don't have. So we need to encourage them to use it for the kingdom of God.

Why do we need to be bottom up approach?: 1) It give freedom for laypeople to do God's ministry which means they do it their own style, then they will follow-up and also take a responsibilities gladly. 2) It is more easier and more comfortable to develop themselves. Today's people don't need strict interfere and guidance, because they know how to do it. They are also trained themselves of it. So when they are doing something by themselves, it will be more effective. 3) They need sense of accomplishment as I mentioned in the other pages already. They, also everyone, definitely need it, and through these sense they are appreciate to God and minister leaders which given this job to them. ♣

### Notes

Elder Duckjin Lee is elder of Hallelujah church. He was trainer of PACE Training Center in the church and among Korean churches for 15 years, and also certified Facilitator of 7 Habits (Steven Coby). And not only Elder Lee but many other leaders of the church are involved in this ministry at national level and became member of LPM Korea Institute, so this ministry permeated in the whole Korean churches smoothly.

## LAY PASTORS MEETING IN SEOUL, KOREA

By Marie Parma  
LPMI Board Member and Southeastern  
Regional Director

Flying from the western world to the far east brought to my mind the words of a great hymn ... *"in Christ there is no east or west ... in Him no south or north ... but one great fellowship of love throughout the whole wide earth."*

During my 14 hour flight from Atlanta to Seoul, I had ample moments to ponder the opportunity that lay before me to speak to the Korean Lay Pastors Conference and to meet with the lay pastors from one of the large Christian churches in the area, Hallelujah Church in Seoul. I had been told that Seoul was a very busy city with approximately 24 million people in the area. The population figure astounded me! How would a small town girl feel in such a metropolis? It took only a couple of days for me to realize that the key to learning about another city or country is in getting to know some of the people ... not looking at the masses. It was my privilege to come away from Korea with the blessing of meeting many wonderful Koreans but there are four extraordinary people who stand out in my mind.

At the Korean Lay Pastors Conference I had the pleasure of sitting with a lady who had a radiant smile, dancing eyes, and open arms to welcome me. Though she didn't speak English and I

didn't speak Korean, we were able to communicate that we shared a common bond of love for the Lord. Her eagerness to listen, to open her heart in worship, and to respond with commitment to becoming a lay pastor touched my heart.

Elder Lee from Hallelujah Church interpreted a workshop that I did for their lay pastors. He has a ministry of translating inspirational material for his church. What a remarkable man he is. His personal testimony, shared during a magnificent lunch, pointed me to a God who reaches out to people of all nationalities and races to claim them for His own. God's hand is certainly on Elder Lee's life and the fruit of the Holy Spirit is very evident in his ministry and work with approximately 250 lay pastors at Hallelujah Church. Begun in 2001, the Lay Pastors Ministry has strong support from their senior pastor Dr. David Kim.



*-continued to the right*

12 week equipping sessions are offered twice a year using **The Lay Pastors Ministry - A System of Congregational Care by Laypeople** written by Dr. Mel Steinbron based on his book **Can the Pastor Do It Alone?** Both of the books were translated by Byeong Chea, Seo with editorial advice from Senior Pastor SangBok David Kim and former Assistant Pastor Jong Tae Kim.

On Friday evening of the Lay Pastors Conference, I participated in one of the most spirited worship services of my life led by Pastor Jin-Sok Park of the Church on the Rock in Seoul. Jack, as he asked me to call him, sings with enthusiasm that seems to come all the way from his toes! He accompanies himself with the guitar. As he sang "Change My Heart, O God" in Korean ... I sang along in English the words ... "you are the potter ... I am the clay. Mold me and use me ... this is what I pray." Jack's music and intensity of spirit have resounded in my mind and heart during the time of my stay in Korea and since returning home.

The last person I want to write about is Kim. She welcomed me into her home and taught me the true meaning of hospitality. Though we could not understand each other's

language, we were united in Christian love. In so many ways, Kim let me see the love of Jesus through her actions of care and



kindness to me. She truly lives out what it means to be a servant of the Lord. My last morning before leaving was spent with Kim at her church for prayer and worship. We went to the church

at 4:30 am. She usually goes every day at 4:00 am. but went later so that I could have 30 minutes more sleep. Sitting with her in church ... looking at the others who gathered so early ... hearing the soft hymns being played in the background ... I realized that my "quiet time" left much to be desired. These people are serious about praying ... about making the extra effort to come into the presence of the Lord. When I left Korea, I wondered if my words brought half the encouragement to them as I received from their actions and words to me. Being able to share a few days with people from another culture opened my eyes to what God is doing in the world and how people are responding to Him. What a blessing to be there and to feel the awesome presence and power of the Holy Spirit. ♣



## From Singapore BY CHIA BENG HOCK (D.Min dissertation)

Steven M. Fettke, a Professor of Religion of Southeastern University of the Assemblies of God shared his concern for the North American Pentecostal churches,

Many laypeople are “voting with their feet,” leaving their local churches to attend other churches or deciding they will not attend any church. Tired of mandated programs that focus only on the local church or focus only on a particular emphasis (like lively worship or a preoccupation with entertainment, or the prosperity message), they seek what is often described as “authentic” Christianity or Christian worship and service. What constitutes “authentic,” however, can seem like an elusive ideal.

The last two decades have been an era characterized by an emphasis on “leadership,” by which is usually meant professional ministerial leadership. Phrases like “cast a vision,” formulate a program, organize for change, or become the CEO of the congregation are intended for professional ministers – usually the “senior” pastor of the local church. “Senior” leaders often use grandiose titles to highlight their authority. Sometimes, the result is a kind of oppressive dominance unrelated to the work of the Spirit (cf. 1 Cor 12:27).

Fettke was concerned about a rising divide and disconnect between “professional ministers” (or clergymen) and laypeople (or laity) in churches, where church’s agenda is being perceived to be serving clergy’s vision instead of God’s intent.

As church leadership structure the church to function more efficiently they must not overlook key areas that some laypeople are able to help the church functions more effectively. What must the church leaders do, in a performance oriented society, to engage and

empower gifted laypeople in their congregations?

Most believers tend to look up to their full-time pastors for ministry. They think that full-time pastors are specially called to sacred vocation therefore they are more anointed and effective. As a result, full-time pastors spend more time in pastoring them and giving less time in developing them to function in their ministry gifts. This further enhances the mindset of laypeople when they perceive that full-time pastors are being paid to serve the lay congregation. Fettke recalled an incident when growing up in a Pentecostal church, “One vivid memory of my youth has to do with the end of a particular Sunday morning service. The pastor asked a faithful older church member to offer the benediction. The older member responded, ‘No, pastor, that is why we pay you.’

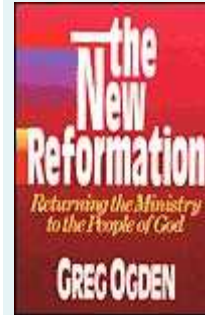
What causes laypeople to have such a mindset that only full-time pastors are called to sacred vocation and are more anointed and effective? What should the church leaders do to correct this mindset and challenge these laypeople to step up and function in their spiritual gifts and exercise the authority Christ has entrusted to them? ♣

Note)

ASIAPACIFIC THEOLOGICAL SEMINARY (APTS): DISCOVER, DEVELOP AND DEPLOY: THE POWER OF LAITY (DISSERTATION DRAFT) SUBMITTED TO **REV. DR. BYEONGCHEA SEO.** (Advisor)/PIS, Nagaland.

IN PARTIAL FULFULMENT OF THE REQUIREMENTS OF DOCTOR OF MINISTRY RESEARCH PROJECT. BY CHIA BENG HOCK. BAGUIO CITY, PHILIPPINES. NOVEMBER 2015

## Book of the Month



Ministry is to be by the people and for the people, and this book explains why it is needed and how it can be done.

Whether we know it or not, almost all contemporary American Christians and churches have been deeply influenced by the great controversies, struggles, and new forms of church life that arose from the sixteenth century in what we now call the Protestant Reformation. In the decades and centuries following the dramatic nailing of Luther’s Ninety-five Theses to the door of the castle church at Wittenberg, the Protestant Christian movement has claimed and cherished as the heart of its heritage the great assertions of “justification by faith alone,” “the priesthood of all believers,” and “sola Scriptura.”

### Author

Greg Ogden (D.Min., Fuller Theological Seminary) is the executive pastor of discipleship at Christ Church in Oak Brook, Illinois, and served previously as director of the Doctor of Ministry program at Fuller Theological Seminary. He



has more than twenty-four years of experience in pastoral ministry in churches in California and Pennsylvania. With degrees from UCLA and Fuller Theological Seminary, Dr. Ogden is also author of Discipleship Essentials and Making Disciples Jesus’s Way.

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