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PIS

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

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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" — Melvin J. Steinbron

Pre-study and reequipping

When we start this ministry, to motivate people is crucial. How do they get this motivation? I found it, and also Dr. Melvin advised strongly at his book and personal faxes, because many years ago we, Melvin and me, used fax machine to communicate. He said that if they want to start this ministry they have to pre-study of his first book, *Can the Pastors do it alone?* Later on I found how important to follow this guidance. Pastors are busy and also laypeople could not study by themselves because most of people are not interested in reading book and studying alone. Of course sometimes there are something interested things happened.

One male layperson read the first book, *Can the Pastor do it alone?* by himself, because his pastor gave him the book to read. He confessed later that while he was reading the book, he was on tears of his eyes, because he wants his church to be like the story in the book. Of course this is possible, but what I mean here when they study together they will learn much more about this ministry, because they discuss, chew, and eat, so later when they are just in PACE Equipping Seminar, their mind going high to do this ministry, which means their Motivation is much stronger than not read and come to the training session. This is my real experiences through many churches' Training. I have done this training more than ten years.





There were two kinds of churches: some churches have previewed the first book and waiting for my direct training. They are ready to accept what I am going to teach, to train them

because they are motivated half percent already, we can say first half done before my training session, so my function is to cover second half which means just make them to paradigm shift and rekindle into their heart, because they are really ready to do, to take an action. This is what I found myself. And another cases that they are not read book and just came to my class, so try to listen from the beginning, and they are not ready at all, just came because of pastor's force to attend so I really have hard time to teach, train, equip and also motivate those in front of me. Once they are previewed and came to my training, actually easy, but not ready at all and come to my training, I have difficulty.

Mostly I am training them for two nights, I have decided it. Because when I go down to the rural churches, I don't want them to give some burden for my stay there, so I bring my car, stay at just one night at hotel then I came back to my home in Seoul. Two evenings; we start 7 pm and finish 11-12 midnight, and next evening we complete around 11-12 midnight, then I could back to Seoul. Mostly rural church is not enough finance, they have to pay my meals a few times and hotel, also they pay my teaching. So I have done my job only in two nights. But when they are previewed, 80-85 percent motivated, but no previewed, only 50-60 percent motivated. So the former release their energy slowly, then mostly their ministry will be successful, but only 50-60 percent motivated people, as you guess, not succeed.

The best way I have done is visit their church in advance, mostly Sunday afternoon service or Wednesday evening service, so tell to the whole people about this ministry, so some handed up to candidate after service to their pastor, then I give them book to study together next one month, usually I give them to preview for a month. So one month later, I visit and equip them, and then next Sunday I visit again to attend Commissioning Service. I found that whether I am there or not is very different, so I try to attend the final moment, sending time, there I put PACE symbol pin into put their cloths. It is really good myself to be there, congregation also lay pastors are more serious because their trainer, myself, there, at their sending moment. So amount of energy come to their mind and heart again.

Preview is also important to the national level. When we, LPM Korea, started this ministry we pre-studied a lot, even we went one-night retreat to study first book, and continued to study a lot. So we I suggest to LPM India, pastor Aloto, to pre-study with group of national leadership people. Because they need to develop more knowledge and through the pre-study they will



get sound strategy for the near future ministry. We found that mostly, wise church, its pastor follow our guidance, so also not only to get motivation but also expectation, ready to do, enjoying to study new thing followed.

Re-equipping

Also we need to talk about reequipping. What it is? Pre-study, and basic Equipping training is important just like once we come into the army for basic training, we Koreans compulsory to join there for three years, so they are trained for a few months as a basic level which is basic philosophy, knowledge and skills. But after basic training at National Training Camp, they move into their unit which they stay permanently until they finish three years. When they jump into new camp, real life of the army they are very afraid of it, because they never had that experience before, so army train again, we call re-training time and time for next three years, why? That's the real field. no more play.

Just like that, reequipping for lay pastors is important. Actually reequipping is uncomfortable to the pastors, because they have put all of their energy at beginning which means to put everything in the startup, so they think they have done their job, and even reequipping is not their job they think.

And they think, they did startup the ministry, so next job is to be given to the lay pastors themselves and they have to develop, to creative for the keep on going. But that is not true and reality is not like that. Laypeople couldn't manage reequipping by themselves, and that's why Dr. Melvin developed reequipping materials; Monograph, Dynamite Meeting, Essay, and 'Letter to Lay Pastors.'



These materials are good for lay pastoring, but how about pastor's side, I mean senior pastor of LPM churches. They are responsible for this ministry, I mean reequipping. Because lay pastors need this extra training and also they want to grow through and in this ministry. After three months of launched mostly they feel to know more about many things, but exactly two areas I found, for instance; Bible knowledge and psychology and more skills on real ministry means they face problems when they doing this ministry now. Before they have learned from teacher that some problem will come to you and of course there is some reequipping materials but they didn't have real experience about those teacher's teachings, but now they are in the right place. Of course they don't have to quit there but needs to get experience through. So pastor need to familiar with those ready to use of three or four Melvin's equipping materials and better be creative more and more, and they can use materials where in the own book shelf.



General care and particular care

What is that mean? This is also one of key concept of lay pastors ministry. This is just like evangelizing and being an evangelist. Most of church saying about evangelizing to out there, but many neglects and think it not seriously, why? It is just too ordinary announcement so they think that's not their job to do, maybe other's they concluded. So nobody going to do that, just a few.

Just like that, same happens in the lay pastoral care situation. In short, people care for others generally, just say "hello," "how are you doing." Of course many

Christian is doing good in this level and they are very kind of people, very polite to the others, but they are not interested in other person's real life. Of course today's society is very ego-centered, so churches are effective by those outer phenomenon. Anyway, most of people are doing general care. But in some sense it is not real care, it is just interested in something surface.

Most of schools tend to teach only on the general care, and they are interested in getting the degree on that area, so real caring is far from their mind. CPE, as you know, trying to focus on the personal care, but it is limited into the some particular unit, for instance hospital, correctional center, or nursing home, so on, and they just use those centers as training spot but not real caring.

That's why Melvin developed lay pastoral care, which means individual care and also not short term just as Stephen ministries but long-term care and longevity. Individual care is very important, of course some do group care very well, but in some sense it's not care but kind of leadership and management. Some people are doing discipleship making very strongly and they think they care for people, but I think that's not care but just manage people, because most of discipleship ministry is 1 to 10 or 12 people in a group, so it not possible for one leader to care for 10-12 people, it is just management or we call it 'general care'

What is particular care? It should be not more 3-4 people to one caregiver. It's not possible to care more than those numbers. And through the individual care, caregiver may grow themselves. Because they look the person very closely. From far outside they couldn't see the person very well, so when they see and look at into their real lives, they see more in details. And our motto, slogan is "love with skin on," and it gives us meaningful. People need this kind of care, so if we look at Melvin's first book we can find lot of real caring stories. I am saying that individual people can do this care but need more systematic approach if the church want to be more effective and make synergy.

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