



PACE International Seminary

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)
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"Lay Pastors Ministry is the system of congregational care by laypeople" — Melvin J. Steinbron

Nagaland with Lay Pastors Ministry



How I got to know about Nagaland; Sketch of Nagaland (from Korea); Love with skin on. I got to know many Naga students who came to Korea for theological Study. I have visited to their monthly gathering which is worshipping and fellowship together, there they pray for themselves, for Korean churches, also for their home land. Especially two people is important to me to know about Nagaland; Dr. Timothy Kaping and Mr. Aloto Anche.

I have met Dr. Tim through the ministry of PACE International Fellowship. He loves this ministry very much, so I suggested to do together for foreign students in Korea, so this gathering lasted for 2 years, because I began to prepare

PACE school at Nagaland, and through the ministry I met Mr. Aloto Anche who was Th.M student at Seoul Christian University (SCU), so we talked to open School at Nagaland. Because of these two people, we could opened PACE School at Nagaland successfully.

They, especially those two people, have studied Lay Pastors Ministry with me for about two years so they know some and loved this ministry, then wanted to make PACE school at their homeland, and actually I got motivation from these two gentlemen. There were so many good things in LPM for them, but especially the concept, "Love with skin on" struck to them, so they needed this ministry for their people.

I go some information about Nagaland from those Naga students in Korea. They told: Nagaland is poor country; mostly has own houses but no cash at all; 95% are Christians but nominal.

Finally I arrived at Dimapur Nagaland to open the school in 15th July, 2015. It was really hot summer time. Most of school begun their semester in June and also new students entered by June but our School opened in July 22, so very late. Aloto's Th.M dissertation and their semester has finished in July, so we have to wait open the PACE International Seminary, so opened in 22 July, 2015. This is historical moment of Lay Pastors Ministry in the world.

While I was staying at Dimapur, I found the realities what I have heard from Korea: poor country, nominal Christian, mostly Christian, but no job. I was poor place, less than ten times than Korea and other developed countries. When they were born, they become Christians so we call it nominal Christian but I found it's okay and no problem at all. Only they, who are students in Korea, warned their people have no concern of moral issue because they are nominal Christians, but I don't find any serious problem because every countries have those problems, even developed country has more worse than them as we know. It is not easy to get regular job because no companies at all, mostly daily worker and ordinary life. Especially because of the distinctive of Nagaland, it is not easy to grow economically. They are one of eight states in India and they have been fight to India to be independent so many years and there were a lot of sacrifice of youngsters. So India don't care about their economic, and also India prevent for Nagaland to get help from other countries so that's why they couldn't grow economically many years.

Nagaland church: They are mostly Baptist churches because Baptist missionaries came to the land and spread the Gospel to them about 100 years ago. Their Christian history is very similar to the Korea church history. Anyway Baptist denomination dominated most of Christianity.



Through that situation, churches became very hierarchy system, because the denomination control most of pastors and even they have power to control local churches. In some ways those policies are good because of not too many churches plant like in Korea, that is good point, but in the other hand because of those policies makes also not possible to plant new church like Korea, so two sides of coin; good and bad. But for me they have to open the door of young pastors, newly graduated theological students to plant churches freely, now I think their situation getting change slowly and finally they will open the door because everything is changed so even church couldn't stay at old system and old custom any more.

Churches in Nagaland are new to Lay Pastors Ministry, I mean they don't have any orientation about lay ministry, not heard very well of concept of Ephesians 4:11-12, "to equip the saints for the work of ministry." So our ministry could be working and people will accept easily because this is new approach and so give them curious. I found the one strong point of this ministry is the concept of caring, "love with skin on." As we see this ministry, it has two concepts; caring and lay ministry. So it satisfies them to get two concepts make one unit. This is really strong point of the ministry. Also through this ministry they will find partners in ministry between pastor and laity. That's their ultimate goal but they never learned how to make it into reality, and once they are performing this ministry, they will get it into their hand.



Of course there are hard task, I mean paradigm shift¹⁾ in this ministry, and this is a little challenging to pastor and their congregations, but once they found this is good and necessity, they will move slowly to this paradigm shift, I mean automatically, consciously and unconsciously they will move that way. I found another aspect of Nagaland churches which means they need some approach from outsiders. Because they were inside too long and same leaders for a long time so not easy for them to change their paradigm, therefore introduce so they need someone who are just like LPMI USA and LPM Korea to visit their churches and give them this concept, that's why they needs teachers from outside to held conference in the near future.

Notes:

1) I mean paradigm shift. How can they get paradigm shift? There are stages to change: *Ending*, *Neutral Zone*, and *nBeginning*. Two paradigm shifts needed here: to pastor, and to lay people. To pastor: it is related to their leadership (adjustable leadership); have to understand what it is; if it is possible partnership with laity. To understand only functions are different. To laity: They need to think why they need Ending the previous concept first; and it takes time (just like preparing for the near future)

Conferences



We, LPM Korea, hold five conferences and of course LPM USA hold it more than 20 times because they have done this ministry more than 30 years. Why do they need conference, and what is that? Conferences regularly are important for churches and also for us, headquarter because we will get some benefits from the conference. For instance, lay pastors at local churches come and refresh their ministry. After a few years of the ministry, they feel boring and they want to know more new things and want to see what and how other churches and people are doing this ministry, so they really want to attend annual conference regularly, that's why LPM USA hold conference last 30 years because LPM/PACE churches in the States need to upgrade and update their ministry.

Once they come, they learn from workshops and talk with other church's lay pastors and listen how big and small churches are doing this ministry. Through attending the conference their commitment and motivation renewed. Because they think they are not only doing this ministry but they found many other churches are doing this ministry, and also they are eating, and talking together they feel they belong to this big family.

LPM Korea started it from the Hallelujah church's conference in June 2,000, since then we got the baton from them and the following year, we hold our own conference in 2001. Already I saw US conference in April 2000, and Hallelujah church in June 2000, I had confidence to held it, so one of our network churches hosted the conference, and it was quite successful, and then even senior pastor's wife of Hallelujah church, and some of



PACE trainers came from there and taught at workshops, so it was really encouraging for us.

On top of conference itself, during the preparation of the conference was very useful and helpful for our ministry, in some sense Preparation is much better than Conference Itself, because conference itself is

helping local church, lay pastors, and also attendees, so it is exactly not help for us, Institute. Only through the Preparation time, mostly one year, we, ourselves, can grow a lot.

Above all, we needed 25-30 workshop leaders from all of PACE network churches, and I found they love to come and teach what they have in mind, for instance their experiences between good and bad and these sharing was really helpful to the listeners in the workshop class, because it's real stories. So I can develop many new leaders in this ministry and once they come they take their congregation with them, and their congregations are very proud of their pastor because they are the conference teachers. And we headquarter can check it out those ministries working good or weak and any problem, also we find how we have to help them those church and develop resources adaptable to each of them. And we find what do they need at next conference one or two years later? I have learned a lot once I first attend at St. Louis in April 2,000, there they announced Venue of next conference, mostly 2 years later. They have done conferences every two even years, in the last week of April. It was their policy and I found it is wise strategy, because even myself right after conference waited for attending two year later conference, so easy to remember April in the even's year. Therefore Korea has decided to do conference in the every odd year.

Function of National Leader



I have been a National Director of Lay Pastors Ministry in Korea for about 15 years. Now I am the president of the school, PACE International Seminary (PIS), Nagaland India. But I don't need to use my leadership at all because of principal Mr. Aloto

Anche is leading the school for now. Anyway before we opened the school, I was leading LPM Korea.

Above all Vision casting frequently was my priority. Every stage, every level, and every aspects needed Vision to permeated because it motivates people to stay at this ministry longer, go forward, proud of they are belong to this ministry, taking risk and sacrifice, struggling of this ministry to grow and to success, etc., then finally they have ownership more and more stronger, more committed in this ministry.

I found I was implementing most of work myself, of course my leadership is differing in the beginning stage and later on leadership for today, I mean for 15 years of the ministry, but I think I have to do hard work myself first. Leaders need to be motivated to do work hard for accomplish what they have to be done. Our primary goal is to help churches through this ministry so they might grow inwardly (maturing), and externally (numbering). I was only fulltime staff in those days so I have to do check everything with my hand, of course there were secretary for office work, and I can't say thank with my lips how much they worked for this ministry.

To make Networking with local churches and their pastors are also important role as a national leader. As you guess Networking is very important for growing of ministry, so people were using this terminology every time, every place, and we know the meaning of "Net," means woven every aspects as one unit, also connecting each other regularly, and got to know right away what's going in their mind, at their church, so, through the network, theirs and our ministry enhancing always, so it's indispensable of network.¹⁾



continually. That's why Melvin strongly advised me in the beginning stage, and also it is one of 12 successful foundation of Lay Pastors Ministry, there it says "Communication (#10)".

Thinking and preparing conferences every year or every two years are important, LPMI USA started with consultation first, then Seminar, and later on Conferences every two years they hold, and we LPM Korea followed their model and style from the beginning.

I need to talk here about our staff, without those staffs, our ministry never successful and growth. They were very committed, take a sacrifice for the ministry but one thing they have in mind was that to help Korean churches through this ministry and proud of it. It makes them to stay at this ministry and with me for more than 10 years, and they are real people, and we were happy working together. We grew together, and most of us were not doctor but later many of us became doctor (Ph.D, Th.D, D.Min) because they were growing and needed more study so jumped into doctoral degree course, and even I wasn't doctor once we started this ministry but one the way of ministry I got Doctoral degree and even postdoc at Yale and Oxford University. I mean we grew together.

Notes

1) **indispensable of network.** LPMI USA has been published Newsletter quarterly for about 35 years, by the way still put the title is "Network" Newsletter. You know what's that means. They think everyone who are working for Lay Pastors Ministry is Network, so they still keep the concept.