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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

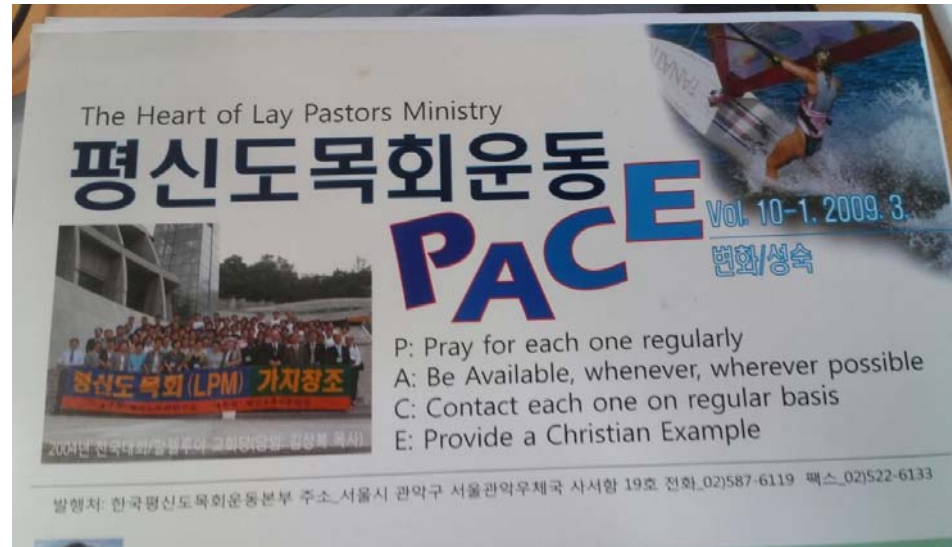
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# Reflection on the Lay Pastors Ministry (since 1999) Rev. ByeongChea, Seo (Ph.D), President of PIS

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

## Hallelujah Church & LPM Korea



I got to know Hallelujah Church in terms of Lay Pastors Ministry in Fall, 1999 right after formally opened LPM Korea Institute (July 1, 1999). Once we opened LPMK Institute, I sent fax to Rev. Sangbok David Kim, the senior pastor of Hallelujah church which is prominent in Korea so to invite him as member of Theology committee for our Institute, because he had already LPM Academy in his church more than 10 years, so I approached him to join with us.

Then he called me and asked more materials on Lay Pastors Ministry, and he is interested in this ministry and asked me to meet his associate pastor in a few days, so I met Rev. Jongtae Kim who was chief associate pastor at Yangje Torch Trinity Mission Center in November 1999. Rev. Jongtae said Hallelujah church's people want to attend LPM International conference in the States, so we went together at St. Louis' Intl conference in the following year, April 2000.

Since they came back from States, they began to prepare for National Conference in the following year, June 2001. So, finally the first Conference of Lay Pastors Ministry hold at Hallelujah Church in Jun 2001: 1) It was successful conference and was really historical event in the Korean Christianity; 2) Most of churches got to know about this ministry; 3) Our Institute started more stronger and productive ministry since then. So I was so busy to visit churches and equip them next many years.

I am appreciated to Rev. Sangbok David Kim and Hallelujah church, we were working together as partners in ministry, between church and Institute. After successful conference, the church and our Institute work together very closely, so made synergy because they are local church and we are parachurch nonprofit organization, so it was really good combination for the common goal, "to equip the saints for the work of ministry," and we were happy and satisfied with work together I guess.

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They developed LPM, especially PACE Ministry at their church and they made brand PACE in the church, so about 5000 people heard PACE almost every Sunday, every occasions in 10 years. It was really amazing, we LPM Korea also were busy to help Korea's local churches, and many churches believed us, LPM Korea, and even me because they know we are working with Hallelujah Church and also with David Kim very closely and some believe LPM Korea and his church are one family. So sometimes they see me as a person of Hallelujah church, it wasn't bad for me to approach, extend, expand, even overseas people think I am working at Hallelujah Church as an associate pastor. Because we Institute and they church working with nicely which implies becoming model of Partners in ministry as local church with parachurch organization.

On the way we are working together, Hallelujah church helped us financially since 2000, they helped our Institute more than 10 years until he retired (probably in the year 2010 at age of 70), so we LPM Korea were working for churches without any big financial problem, and also they helped us personally, and very supportive. So it was heyday of our ministry. Even right after Conference, they opened PACE Training Center in the church so more than 1000 lay pastors has been commissioned, in the end they worked for every corner in the church as a PACE minister, I can say, it was really successful case.



And the PACE Training Center and our Institute work together more cooperatively, we grow together, helped each other, shared resources each other and they have bought and used our translated textbook at their Center more than 10 years that was very helpful for our Institute's financial states. On the way, I had read book *The Prospering Parachurch* which I got a lot of ideas to adapt to our own ministry. Through good relationship, I got also manpower from the church, Rev. Jongtae Kim, Kwangsup Jung, Haekyung Yoon, and staffs of PACE Training Center and more excellent people joined to LPM Korea so work together more than 10 years, that's why LPMK ministry were growing and so helped hundreds of churches next 10 years.



Then through the years, my leadership is enhanced, our staffs grew, overseas ministry was expanded to many countries, and I got Ph.D degree and also postdoc position at Yale and Oxford University. Now LPM Korea helped to establish PACE Intl Seminary in Nagaland India. Thanks God and everyone who were involved in this wonderful journey. ✝

#### Notes

**between church and Institute:** Frazer Memorial Methodist, Alabama Montgomery is the same case of between LPMK Institute & Hallelujah Church and LPMI USA and Frazer Methodist Church. Frazer Memorial Church have known Dr. Melvin and his first book, *Can the Pastor Do It Alone?* through their associate pastor Rev. Earl Andrew. On his way on the plane to Israel, he read the book, and thought to introduce this book to the senior pastor Rev. John Mathison. Finally they invited Dr. Melvin to lead Equipping Seminar for two days, it was first encountering with this ministry. Especially Rev. John Mathison was very pro-active and friendly to the Lay Pastors Ministry just like Rev. Sangbok David Kim at Hallelujah church in Korea.

## Leadership Baton



I have seen the passing of the LPMI Leadership Baton from Dr. Melvin the founder, to Tom Parrish the General Secretary at US Conference many years ago. Dr. Melvin gave him mantle just like Moses giving it to Joshua, and Elijah to Elisha, was very exciting to see Dr. Melvin put the mantle to Tom Parrish's shoulder.

Today, I think I have done the same thing to Mr. Aloto Anche, the national director of LPM India. It's not just physical pass down to him but I feel my burden becoming lighter, and his burden become heavier.

I have met Aloto for about two years ago, and I have trained him with PACE for about a year, and putted the ownership of LPMI India into his hand now because we together began the PACE Seminary in Nagaland India so he became the Principal of the School and National director of LPM India, and also I told him many things what I have in mind, almost 1 to 10, means from the beginning the end, and gave him many resources what I have in my personal computer, which I had collected, developed last many years.

I think we were good at starting point, and so far so good, and I believe we, each other passed and received LPM baton very well. But I think passing the baton itself is not enough, it's only passing something to the others. After passing the baton, more important things, more difficulties come down to our hands and to our shoulders.

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For me, I gave him many resources but I worry is he doing well? Is he starting well? And he still has same vision, same passion? When people receive the baton, their energy, interest are mounting up, but sooner or later their energy and passion are dying, of course it's according to the person. So even they have baton strongly they need to be nurtured time to time.

I think I gave Mr. Aloto many materials, information, resources, dates, and shared my experiences, but there are some difficult to him to do because it's new to him, I mean he has no experiences yet, and also present situation of Nagaland churches are different from mine, Korea and also USA. People might not accept his proposal in the beginning because it's also new to them, and in the other hand people don't accept that whether he is the national director or..., and also people did not see what he got in his hand, this baton... so need time and patience for a while. ♣

# Leadership & Management

Leadership is for the future (tomorrow): why do we need it for the future? Management is for now (maintenance): why do we have to do this now?

What is the future of Lay Pastors Ministry? If we look at 12 foundations of Dr. Melvin, it says the first is Vision. So this ministry should be the vision-Driven ministry.

So why Nagaland churches need Lay Pastors Ministry? They need what the Lay Pastors Ministry has. For instance; paradigm shift which means pastor is equipper and laity is minister in according to Ephesians 4:11-12; Pastor and laity are Partners in Ministry; Love with skin on; general care and specific care; yet calling consciousness of laity not only pastor; willing to personal growth of laity, so on.

Why does LPM need maintenance? At one of Foundations of successful ministry is #12, Maintenance. Maintenance is cover from no.1 to 11 in the Foundations which means from Vision to Evaluation, in the elements of success. We may compare Maintenance with Wedding march and

Marriage life as Dr. Melvin mentioned at one of Monographs, "When the honey is over." Nobody knows what's going to happen after Wedding March, so marriage life is difficulty. Maintenance is just like that. It has to cover everything from the beginning. So Maintenance cover from no 1 to 10 which means from the very beginning to the end, of course there is no end, but there is end what we have planned in the beginning, and before ending we have to launch new venture again. And Maintenance makes unite everything (from 1 to 11) in a hand. So Maintenance is importance as much Leadership is. So both, leadership and maintenance, are important in the Lay Pastors Ministry, and what I am doing for now? Yes, writing... this is also one of maintenances. First stage is showing the vision always which means Leadership (L); and keep the vision continually is Management (M). To start Vision is easy, but maintaining the vision is not easy. New start needed all the time which means new manage, different manage needed all the time.

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We cannot say which is more important than others, but in the beginning stage Leadership, means giving vision and showing direction, because people need vision is the first job, actually we have to get people's heart first so giving them Vision first, then they understand we are leader and showing our leadership is possible. The problem is how to move concept into reality, we will discuss with this later. Anyway when we started, management, maintenance is needed. Before I thought Leadership is everything but gradually I found management is also important, and what do I do now? Mostly I am doing manage, meant to keep on going what we do, but if I only stick to manage too long, there will be something wrong, so leadership & management continued together all the time, yesterday's leadership, today's management, and toward leadership, and another management. Without these two continually, any ministry couldn't go well, I mean no



growing and no new direction. There are many books on these two areas: Management; Peter Drucker & Ken Branchard: and Leaderships; too many books but I think there are two categories; classic book; what the leader's identify or characters and modern books on deeper and its part; for instance motivations, culture, so on. Once these two elements are work together, things going well, so we need to read books on these two categories. ♣

## BELIEVE AND ACT



When I read those words, I felt affirmed in our Lay Pastors Ministry for it is grounded in Scriptures: the Mosaic model (Exodus 18), God's instructions to pastor-teachers (Ephesians 4: 11, 12), and the mandate "tend the flock of God that is your charge" (I Peter 5:1-4).

You should feel affirmed as well! I believe we are all committed to continue our ministry in creative ways within the framework of Scripture's eternal verities.

These five propositions, if believed and acted upon, will open a congregation to authentic and effective lay ministry.

**GIFTS** Since lay people are given gifts by the Spirit for ministry, and are called by God into ministry, they are authentic ministers.

**CONTEXT** Lay people will be called to ministry and be open to giving and receiving ministry from one another to the degree the whole congregation is nurtured in those Scriptures which deal with gifts for ministry.

**EQUIPPING** It is only by being equipped that lay people are able to use their gifts effectively in ministry.

**STRUCTURE** Ministry structures have to be created within which lay people can authentically and effectively minister.

**CLERGY** To the degree the professional clergy see their role as equipping the saints for ministry, lay ministry will be attractive, authentic and effective. ♣