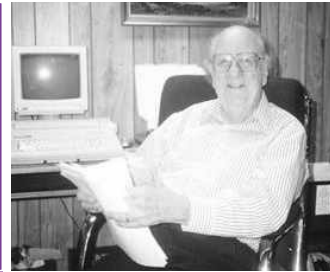


Digest of Melvin Ministry, #2

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with Byeong



BELIEVE AND ACT

When I (Melvin) 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.●

DIGEST

Dr, Melvin mentioned above three scriptures for Lay Pastors Ministry: 1) Mosaic Model (Ex. 18). Pastor-teacher(Ephesians. 4:11, 12) which is function of pastor. And "tend the flock of God.."(1 Peter 5:1-4)

Many Biblical scholars of Old Testaments talk about Mosaic model which is Moses received his father-in-law, Jethro's counsel.



Yes, pastors know and accept this advice, but they don't and couldn't adapt (not everyone) it to the exact place in the church. Generally they used this strategy, but only used it as just slogan.

By the way, before jumping into the right place, right spot in the church, Melvin putted the word Equipping, equipping people to put into there.

I never heard about the terminology Equipping before contacting this ministry. I knew only teaching and training. Once I tasted the concept of Equipping, I think my style and my mind has changed a lot to this concept equipping. What was different to me was that "helping people to grow." I taught and trained some other people but never thought to make them grow..it was just slogan to me..but once I got equipping concept in my style, changed a lot in terms of my own leadership. This is one of many that I learned from Melvin.

Anyway, Melvin used this scripture Ephesians 4:11-12 which is the role, function of pastor. People have been accepted Mosaic model through preaching, teaching but if they want to put it into reality, they need to be prepared, trained, more saying equipping. That's why Melvin confessed about his previous pastoring at three local churches. Actually he did not equip people. He just preached it many years, and actually he didn't equip the church members to do it. So he began to develop this theory into practice, equipping the saints, so every occasions he put the tile "Equipping Seminar" last 30 years and it is still in validity.

Then he moved to next stage, "what equip them for?" He has studied many programs and many ministries in the churches, and also he digged the Bible itself of this issue. The basic questions he had that "what is the purpose of the church"? then he found two from the Bible: Evangelism and Pastoral care. Finally he choose the pastor care (Caring ministry), so decided to do Lay Pastoral Care Ministry which was from 1 Peter 5:1-4.

And he showed us these following ***Five Propositions*** in the ministry through his researches, so hope that congregation might open their mind to this ministry.

1) He said about **GIFTS** first: I think it is related to God. I mean it is the matter between God and us. Melvin related gifts to the ministry directly because God put us into the ministry so they are ministers.

2) And then he mentioned **CONTEXT**: I think it related to people, also to the church. When we start this ministry, it need to begin with just a few people even though it is big church. Small number of people need to be lay pastors at beginning stage. They and whole congregation need to hear, and need to see what it is, and how it goes among them. We call it "Pilot Project."

3) Melvin said **EQUIPPING**: Even people have gifts, they need to equip to be used in the real field. They know their gifts, but if they are not equipping with it their gifts might died in the church because it didn't find in public and equipped in public to do into ministry. In my experience on equipping seminars at hundred of local churches, they opened mind, glad to find they have caring gifts, and then willing to use it gladly for others.

4) He mentioned **STRUCTURE** as one of Propositions: It related with LPM System. Melvin referred LPM is the system of congregational care by lay people. So one of staffs in LPM Korea, Rev. Jaekwang Jang, developed LPM System (about 350 pages-power point), even he putted the title, "LPM Solution." It's useful but take time to understand and usable in the real field. Anyway Melvin suggested simple structure and showed the diagram in his first book, *Can the Pastor Do It Alone?* Structure has to be simple in any ministry. Because pastors are busy all the time so better to show them only one or two pages of structure format.

5) Lastly, he talks about **CLERGY**. It related to the senior pastor directly. This ministry is connect to pastor even it is of lay ministry. Without their fully involvement, it's not possible to do, and to success of this ministry. If pastor believe it, his congregation believe it. If he see it as important ministry, it is same to congregation.

FOOTNOTES 1

I noticed two words of stressed in above Melvin's writing: authentic and effective. Why he stressed and repeated a few times? I think he found these two in this ministry which is lay people's caring is authentic and effective. Correct? Why? lay people is lay people, I mean they are purely ordinary people. They are not professional on this and no obligation to do with money just like professional people. In some sense, pastors are professional. They have studied and get credential to do it. That is professional. So in some sense they might be with this mind just like medical doctor. But lay people are not, and they are different. They approach to the people with pure human being. That's why Melvin expressed they are authentic so possible to be effective.

FOOTNOTES 2

Dr. Ken Haugh, the founder of Stephen Ministries, mentioned about gifts on caring ministry in his *Leader's Manual*. There he show us there are two kinds of gifts:

Managing gift (pastor): Teaching, Wisdom and Administration

Caring gift (caregiver): Mercy, Compassion and Encourage

Second gift are almost same to Melvin. As we see it, two kinds of gift are different which is between the leader of ministry, and just doer of ministry.

Lets look at two cases:

Once I had done Equipping Seminar of PACE at University church in Seoul, its senior pastor, Rev. Hoon Cha, told me he that doesn't have caring gift but only teaching gift, so he was a little upset about it. Then I explained him there are two kinds of gifts as I wrote above. He didn't do anything wrong. He is on the right track, then he is relieved.

Another case is one Evangelical church, Rev. Sewoong Na. He has only caring gifts even he is the senior pastor and leader of this ministry. It was good to him but I found there were a little weakness on leadership of the church. So I talk with him many times that they need to find leading person who has administration gifts among Lay Pastors.

Anyway, there should be both gifts to do nicely in this ministry. ■