

7 Church Engines

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Anglican Mission in America

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- These are the "Engines" that all Churches need to run effectively. If you are missing one or more, it will be hard to grow.
- Every "Engine" is eventually made up of trained teams.
- The Rectors job is to fill these teams with gifted leaders suited to each task.

Evangelism Engine	Worship Engine	Children's Engine	Discipleship Engine	Pastoral Engine	Administration Engine	Staff Ministry Leaders
Alpha	Music team	Infant care	Scripture	Pastorates	Vestry	Staff Meeting
Worship	Set up team	Toddler care	Calling	Small groups	Accounting	Leaders Meeting
Matthew Parties	IT team	Elementary	Prayer	Hospital visit	HR	Vestry/Stewards
Welcoming	Greeters team	Middle school	Service	Weddings	Communications	
	Sermon team	High school	Leadership	Funerals		
	Deacons		Giftng			
	Prayer team		novo			

- As your church grows the number of teams and size of teams will expand.
- Staff/Leaders job is to build teams around every task with clear expectations and evaluative processes.
- Small churches make the mistake of having too many teams with not enough people to fill them. - Know what are the critical teams for your stage of growth.
- Don't just fill teams with warm bodies. Make sure they understand the task at hand, have the ability, partake in appropriate training, and are willing to be evaluated.
- Initial training may be done by people outside your congregation that have the competency and proficiency.
- All teams should grow and expand. Be wary of teams that do not grow and have people transitioning off. Therefore, track who is on your teams.
- Whenever you form a team know what the minimum number of people is for the team to be able to function. This number is always at least 3 sometimes more.

Evangelism Engine

WHAT

A platform that attracts those disconnected with the church into our community by us being welcoming and living a life that draws others. By exposing them to the love of the community, clear presentation of the Gospel, and an understanding of how to belong people join your congregation.

HOW

Create culture of inviting and running and effective Evangelism programs/events

Have ongoing Matthew Parties that are low bars to invite others to meet your community

Create a worship service that is welcoming to new comers so your parishoners will invite them to come

WHO

1. Matthew Party team that creates and promotes events that our parishioners will attend and invite others to attend.
2. Alpha team (or other Evangelist program) that continues to grow and attract others to run an effective Alpha which exsposes people to the asics of the faith.
3. Worship team that considers the needs and processes that welcome newcomers.
4. Assimilation team that get newcomers connected in multiple ways to the life of the congregation.

TEAMS

people in this team

Alpha Team:

Exec team
Host -
Hospitality /Dinner prep -
Table leaders
Administration and communication -
Worship

Matthew Party Team:

Chairman
Administration and communication
Volunteer coordination

Newcomer Assimilation Team:

Leader
Support members
Volunteer coordination

Worship Engine

WHAT

A three stream Anglican service that attract parishioners, creates an encounter with the Living God, and speaks effectively to the needs and struggles of the congregation.

HOW

1. Dynamic music team that leads the congregation into deeper worship and grows by attracting and developing musicians.
2. Inspired preaching that draws people into a deeper faith in Christ.
3. Prayer teams that minister to the needs of the Congregation.
4. Deacons who read scripture, administer communion, make announcements, and lead congregational prayer.
5. Greeter team that makes new comers and victors feel welcome so they will return to worship.
6. Set up team to prepare the space for worship.
7. It team to manage slides, videos, mics, etc...

WHO

1. Preaching Team that inspires the congregation
2. Set up Team to make sure the grounds is in a state that all feel welcome
3. Communion Team/Readers Team made of leaders who help lead worship
4. Greeters/Assimilation Team so that all newcomers
5. Music Team to draw us into deep worship through music
6. Prayer Team to minister to those who show up

TEAMS

people in this team

Music Team

Lead Instrumentalist
Lead Vocalist
Supporting Musicians

Preaching Team

Lead Preacher
Supporting Preachers

Prayer Teams

Prayer Team Leader
Worship Prayer Teams

Deacon Team

Reader Team
Communion Team
Announcement Team
Congregational Prayer Team

Greeter/Assimilation

Greeters Team

IT Team

Projection Team
Sound Team

Set Up Team

Outside/parking Lot/Signs Team
Table/Flowers/Liturgical object Team
Clean up Team

Children's Engine

WHAT

A platform that cares for, disciples children by helping parents in their goal to raise Godly men and women. They coordinate with the rhythms and occasions of the larger church and create a platform where children and their parents become fully disciple followers of Christ.

HOW

1. Team of trained daycare workers who can care for infants at all events when needed
2. Team of trained workers who can love and serve our toddlers as they grow to know the Lord
3. Youth team that coordinates Matthew parties, discipleship opportunities, worship engagement, and pastoral care for our middle and high schoolers.

WHO

1. Infant Team
2. Toddler Team
3. Elementary School Team
4. Middle School Team
5. High School Team

TEAMS

people in this team

Infant Team

Leader
Support Volunteers
Liaison to Staff Team

Toddler Team

Leader
Support Volunteers
Liaison to Staff Team

Elementary School Team

Leader
Support Volunteers
Liaison to Staff Team

Middle School Team

Leader
Support Volunteers
Liaison to Staff Team

High School Team

Leader
Support Volunteers
Liaison to Staff Team

Discipleship
Engine

WHAT

A platform for people who desire to grow and mature into the fullness of Christ.

HOW

1. Teaching people to hear from God through scripture, prayer, and the community.
2. Having people serve the least of these
3. Helping people identify their gifts, their personality, and their ministry
4. Helping people grow in their leadership as Christians
5. Fostering relational health as singles, couples, and parents
6. Rhythms of healing and restoration
7. Developing prayer warriors trained in power ministry, soaking prayer, inner healing, deliverance

WHAT

1. Gifted teachers who will teach the content
2. Groups where people can process the content
3. Opportunities to live out the content and process at a deeper level
4. Mentorships when appropriate

TEAMS

people to make this run

Oversight Team

Leader
Support team members

Teaching Team

Leader
Support team members

Light and Deep Processing Groups

Leader
Support team members

Mentorship

Leader
Support team members

Mission/Service/Least of These Team

Leader
Support team members

Be clear about your discipleship platform and how your parishioners move in and through it.

The content and programs for discipleship will grow, change, and expand with the life cycles of your church. E.G. A small church might use small group to support marriages, were a midsize church runs an ongoing marriage enrichment class, and a large church offer multiple programs as specific as divorce recovery.

Pastoral Engine

WHAT

The way we care for the Spiritual formation and discipleship growth for all those God entrust to our congregation.

HOW

1. We effectively move people from our worship community into our discipleship Community.
2. We figure out the spiritual and pastoral needs of our parishioners and direct them to the right place for guidance, training or help.

WHO

1. Pastorate leaders who know and pastorally direct each member
2. Small Group Leaders who create groups that process discipleship challenges
3. People committed to the visitation of the sick as an expression of God's love
4. A team that supports and preforms Weddings and Funeral in way that gives those attending a experience of the Living God

TEAMS

people in this team

Pastorates

Pastorate leaders
Pastorate training and support

Small group

Small group Leaders
Training and support teams

Team to care for sick

Leader
Support team

Team for Weddings and Funerals

Leader
Support team

Administration Engine

WHAT

Creating healthy structures and systems so that people trust the origination with their tithes, know how to move through our platforms, and trust the decision making bodies

HOW

Creating structures that work that have clear on and off ramps that allow leaders to lead, teachers to teach, pastor to pastor, and evangelist to evangelism

WHO

Godly collecting and accounting for monies
Healthy Budgeting process
Effective Communications platform
Facilities management
Legal and financial expertise

Teams

people in this team

Finance Team

Budgeting Team

Communication

Human resources

Legal

Facilities

Staff/ Ministry Leadership
Engine

WHAT

A group of people some paid, some volunteers who know their gifts and calling and use them to fuel the engines of the church and who are accountable to clear goals and outcomes.

HOW

Be hiring the right people for the right jobs we get gifted people in fruitful ministry
Be supporting our leaders and not using them we create a culture that honors leadership
By setting goals, choosing accountability, and embracing evaluation we advance God's Kingdom

WHO

Clergy who know their gifts, commit to ongoing training, and have a passion to equip the saints for ministry
Staff whether paid or unpaid work out of their calling, using clear identified gifts, and contribute to the culture of your church
Vestry/Stewards composed of men and women of high character, sound judgement, and cooperative spirit work in tandem with the clergy and staff for guidance, correction, and encouragement.

TEAMS

people in this team

Clergy Team

Staff/Ministry Team

Vestry/ Stewards