



MENAI ANGLICAN CHURCH
Introducing Jesus · Changing Lives



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Purpose Driven Ministry

BACKGROUND

Back in 2011 the staff, Parish Council and all the ministry leaders in our church (about 50 people in all), in consultation with the wider congregation, came up with a new vision statement for Menai Anglican – **INTRODUCING JESUS: CHANGING LIVES**. We set ourselves the goal of growing from 542 attenders/week at our services to 1100 by the end of 2016. We are currently running at about 670 attenders each week – a substantial growth but not anywhere near what we were planning and praying for. In the past twelve months we have plateaued in our growth (although our youth and children’s work continues to grow). This has caused us to re-examine what we’re doing as a church and as a staff.

We realise that numbers aren’t everything and we have had some very positive feedback in our major survey early this year showing that an increasing number of us have grown in our faith as result of the ministry of this church. We praise God for that!

As we’ve talked to other churches like us and discussed the issue amongst ourselves we decided to go back to basics and talked about what under God we should be trying to achieve as a church, and we came up with five major purposes for our existence as a church:

1. We should be focussing on **glorifying God** in all we do. [1 Cor 10:31] Worship is not just what we do at Church services or in our singing but involves the whole of life [Rom 12:1-2]
2. We should be focussing on growing disciples who grow other disciples and **become mature** in their faith [Eph 4:13]
3. We should be caring for each other and helping each other to belong and **feel connected and committed** [1 Peter 1:22]
4. We should be encouraging people to **serve each other** and to use their gifts to that end [1 Cor 12:12-27]
5. We should be doing all we can to help **bring people into the kingdom of God** by our words and our actions [Acts 4:12]

We realise that this classification of our purposes is not perfect but we feel they helpfully summarise what we should be about, not just as a church but as individual children of God. They also provide a way for us to focus our ministries and activities and keep on track. There are so many good things to do in ministry but we can’t do them all. We need to focus on the most important things – training, equipping and encouraging all our members to:

1. Glorify God in all we do [**Glorify**]
2. Grow as disciples [**Grow**]
3. Belong to each other [**Gather**]
4. Encourage each other to serve with our gifts [**Give**]
5. Do all we can to help people get to know Jesus [**Go**]

There will be a sixth category of Administration but for the time being it will sit under the Senior Pastor's jurisdiction. While not a purpose in the strict sense of the word but rather a means the working our purposes, it will in time still require a staff member to lead it.

Furthermore we came to realise that we weren't really coordinating our activities. For instance, in the area of outreach there are women's outreach activities, men's outreach activities, Christianity Explored, Christmas services, our month-long outreach month (this year "Double in a Day", and last year "Bloctober") and many more. At a staff level they involved Margaret as the women's worker, Steve as the coordinator of men's ministry, Zac doing Christianity Explored, Punchy doing Camp one etc. – well you get the idea. We realised that as we continue to grow the problem will only become more complex and we will become less effective as our focus become diffused.

The Bible makes the point that we are to use our gifts as effectively as we can, with each person having their unique role to play. After all we can't all be hands [1 Cor 12:21]. In other words we're all called to be specialists concentrating on what we do well and are gifted for. We are called to be a part of a team. Yet at a staff level we found that we were all doing bits of everything.

Encouraged by a number of other churches facing similar issues (and by our own youth ministry that has been following a purpose driven model for 2 years) we have decided to structure our ministry teams around the five major purposes we have identified our church should have.

That means that staff members will be responsible for one of those 5 purposes **[the five G's]**. Each leader of a purpose will develop teams to plan, pray, organise and lead that purpose. Each "G Pastor" will be under the authority and supervision of the Senior Pastor.

Most staff members will still maintain their other roles as congregational/ministry pastors (Youth Pastor, Children's Pastor, SNC Pastor, 8am Pastor, 10am Pastor, 6pm Pastor, Women's Pastor). They will be the point person for that service as far as that congregation/ministry is concerned and will work with the purpose pastor and the team they set up together. However, that role will be subsidiary to their purpose role. And apart from the Senior, Youth and Children's pastors their titles will now follow their purpose portfolio – Glorify Pastor, Grow Pastor, Gather Pastor, Give Pastor and Go Pastor.

The Five Purposes

1. Glorify

"Whatever you do, do it all for the glory of God." 1 Corinthians 10:31

We aim to help each other worship (Glorify) God in all we do.

The Glorify Team, under the Glorify Pastor, observes the body-life of their community (Whole church, congregation or ministry) and seeks to determine how well we are glorifying God and loving and delighting in Him.

The Glorify Team must be asking questions such as:

- Do all elements of the gathering serve the purpose of glorifying God by being Christ centred and word centred?
- Does the overall 'vibe' of the gathering connect with the particular demographic?
- Do people leave the gathering feeling they have encountered God in His word and through His people?
- Do all elements of the gathering inspire people to delight in God?
- Is there sufficient material, means or encouragement for people to delight in God outside of the gathering?
- Do people seem to be engaging with God through the singing?
- Does the congregation portray a deep satisfaction and joy in God?
- Do people glorify God with their lifestyles and choices?
- Are people depending on God in prayer?

The Glorify team will provide recommendations to the Senior Pastor and implement those recommendations that are approved.

MINISTRIES THAT COME UNDER GLORIFY

- Everything associated with services
- Individual worship
- Prayer – corporate and personal
- Bible reading – personal and corporate
- Sound team
- Lighting team
- Multimedia team
- Stage design
- In service Prayers
- After service prayer
- Morning teas
- Service leaders
- Bible readers
- Music team
- Communion
- Flowers
- Morning teas
- Creative Arts
- Prayer and praise event
- Devotionals at meetings [Staff, etc]

2. Grow

¹⁸ Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. Matthew 28:19-20

Our aim in Grow is to grow disciple-making disciples of Jesus. A disciple making disciple is committed to the following:

- Personal Bible reading and prayer (being a spiritual self-starter)
- Regular attendance at Growth Groups (or similar)
- Regular attendance at worship services
- Using gifts and abilities for ministry
- Giving generously for God's kingdom work
- Being committed to the family of God
- Evangelism

The Grow Team observes the extent to which the members are growing in their love and knowledge of God.

It can involve asking the following questions:

- Whether people are growing in the spiritual disciplines of prayer and Bible reading. How can this be further encouraged?
- Are success stories of transformation (particularly moving from immature to mature) being shared?
- Do they have a mindset of wanting to grow in their love and knowledge of God or are they content/think they've arrived/complacent? (Are their best days as Christians ahead or behind them?)
- What is the theological content communicated in the gathering (sermon, songs, prayer, service leader, visually, architecture) and its impact?
- Is all our teaching ministry (sermon, Growth Groups, prayers, songs) teaching the whole counsel of God (including laments, confession, conviction of sin)?
- Are they taking up opportunities outside of the gathering to grow (Growth Groups, theological extension, resources, one-to-one discipleship, mentoring, prayer triplets)
- What is the theological pulse of individuals - what do they believe? What don't they believe? What are their doubts?
- How can we encourage obedience to God's Word into their daily lives as a disciple-making disciple?
- What are our people reading/paying attention to culturally? What's informing their worldview?
- Are they able to articulate the gospel? Are they unashamed of it and willing (though they may not necessarily be consistent) to share it?

- What life-decisions are people making - has God and His will factored in to this decision (this includes financial generosity)

Depending on the individual, the Grow Pastor may also take on specific roles such as:

- Growth Group Community Leader to some/all Growth Group leaders and co-leaders in their MMA
- Championing specific Grow initiatives (eg. Mentoring)
- Teaching a PTC course/seminar

The Grow team will provide recommendations to the Senior Pastor and implement those recommendations that are approved.

MINISTRIES THAT COME UNDER GROW
<ul style="list-style-type: none"> • Input into preaching programme • Growth Groups <ul style="list-style-type: none"> ◦ Leaders ◦ Coaches • Conferences • PTC • Mentoring • Men's Ministry • Kairos • Young Adults ministry • Women's Ministry • Life skills [Valiant men, parenting etc] • Mentoring • Resources • Men's Ministry

3. Gather

“So in Christ we, though many, form one body, and each member belongs to all the others.” Romans 12:5

Our aims in Gather are:

- That newcomers are warmly welcomed into this community
- That everyone within this community would feel that they belong
- That everyone within this community would give and receive love and support to and from one another.

Gather breaks into three separate areas:

- **Welcoming** – Greeting the newcomer with warmth and hospitality and helping them to connect and engage with Menai Anglican
- **Belonging** – Encouraging and facilitating the members of Menai Anglican to know, love and support one another
- **Communicating** – Making sure that everyone at Menai Anglican is aware of what they need to about our services, groups, people and events

The Gather team observes the body-life of their gathering and seeks to determine how well we are loving and caring for each other.

The Gather team must be asking questions of the ministry such as:

Welcoming/integration

- Do newcomers effectively transition from Newcomer to Member of the Community to actively welcoming others?
- Do newcomers find it easy to engage with the people of Menai Anglican?
- Do people actively seek to identify and welcome newcomers?
- Do people actively seek to accept newcomers into their lives/groups/conversations – i.e. is it part of Menai Anglican’s DNA?
- Are there demographics that are not welcomed well?
- Are our ministries and events faithful and fruitful in helping people to feel welcomed and to engage and integrate at Menai Anglican?

Community

- Would an outsider see us and wonder why we love each other so well?
- Do people in the gathering feel loved?
- Do people in the gathering feel they belong?
- Do people in the gathering feel they are part of the family?
- Do people in the gathering seek to love and care for others?
- Are there demographics that are not well nurtured?
- Do people often leave because they have not connected?

The Gather team will provide recommendations to the Senior Pastor and implement those recommendations that are approved.

MINISTRIES THAT COME UNDER GATHER

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| <ul style="list-style-type: none">• Welcoming• Newish• Gather courses• Promoting the pathway• Follow up of newcomers [name tags etc]• Follow up of those who haven't been attending• Meal ministry• Pastoral care• Marriage prep• Baptism prep• Counselling and crisis pastoring• Farewelling those who leave• Church picnics etc.• Communication• Bulletins• Website• Facebook• Church magazine• Beyond Kontiki |
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4. Give

¹¹ So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹² to equip his people for works of service, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:11-13

Our aims in Give are:

- that every believer be aware of the needs and opportunities that exist within the Menai Anglican body
- that every believer identify the gifts God has given them and be unleashed for works of service for the good of the body. Along the way, we are committed to supporting and equipping them to give of themselves to ministry
- that every believer who calls Menai Anglican home, actively volunteers in at least one area within the Menai Anglican body

Give breaks down into two specific areas:

- It assumes the broad responsibility of overseeing all the ministry areas and teams within Menai Anglican as they fall under each purpose. This involves understanding the needs of different areas and the health of these teams, and helping people to identify and use their gifts, talents and training to grow the body of Christ at Menai Anglican
- It oversees the pathway into paid gospel ministry

The Give Team observes the extent to which the members of their service are aware of their gifts whilst also being aware of the broader needs of the body.

Furthermore, they will also be aware of the effectiveness of the structures in place that facilitate the equipping and mobilising of God's people for works of service (from the team member's perspective).

The Give Team asks the following questions:

- Are those in their gathering aware of the needs within Menai Anglican?
- Are those in their gathering aware of their individual gifts given by God?
- Are those in their gathering actually serving in at least one area? Are gaps being filled?
- Do those who are serving possibly have greater capacity to serve?
- Are team members in their gathering being fed and supported whilst they serve? Do they have an understanding of how they are contributing to our Menai Anglican vision of introducing Jesus and changing lives?
- Are those who are serving effective in using their gifts? [Are they round pegs in round holes?]
- How effective are our strategies being employed in unleashing God's people for works of service?

Depending on the individual, the Give Team may also take on specific roles such as:

- asking the team leaders in their gathering how their team is functioning via a health check
- assisting in the gift identification/discernment of those in their gathering.

The Give team will provide recommendations to the Senior Pastor and implement those recommendations that are approved.

MINISTRIES THAT COME UNDER GIVE
<ul style="list-style-type: none"> • Mobilising all people into serving • Understanding the trellis within MAC • Understanding the vine within MAC • Understanding need across portfolios • Matching gifts and needs across MAC • Training • Developing job descriptions for all ministry leaders • Track where people are serving • Student ministers • Yr 13 trainees

5. GO

"There is no other name under heaven given to mankind by which we must be saved." Acts 4:12

There are two aspects to the GO purpose. There is a commitment "to love the world by first and foremost by proclaiming the gospel of our Lord Jesus Christ and secondly, by doing good to all-individually and corporately, locally and globally."

- To love the world in Word with the good news of Jesus [Evangelism]
- To love the world in Deeds in the name of Jesus [justice and mercy]

As John Piper notes, "We want to relieve suffering in this world and even more so in the world to come".

The Go Team observes both the ministries and people of their MMA with a view to determine how effective the gospel is contextually communicated and how well social justice is pursued both locally and globally.

The Go team must be asking questions:

Do people

- invite family and friends to church or church events?
- actively seek to share their faith in Christ with those who aren't Christians:
 - personally?
 - within a group or team?
- have the ability to share their faith in Christ?
- have meaningful and loving relationships with those who aren't Christians?
- meaningfully support a mission?
- involve themselves in addressing some expression of social injustice?

Church gatherings:

- Do all items of the gathering clearly communicate all information especially the gospel?
- Is the vibe of the gathering culturally appropriate to outsiders?
- Are our various outreach ministries effectively advertised?
- Are those who aren't Christians spoken of/prayed about in a negative or awkward way as though they were not present?

Outreach Ministries:

- Are our outreach ministries well promoted?
- Are our outreach ministries fruitful and faithful?

The Go team will provide recommendations to the Senior Pastor and implement those recommendations that are approved.

MINISTRIES THAT COME UNDER GO

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| <ul style="list-style-type: none">• Christianity Explored• Follow up• Go support team• Play time• Kid's clubs• SRE• Nursing Home• Outreach events<ul style="list-style-type: none">○ Dinners, Christmas, Easter [work with Glorify pastor]• Advertising• Toys n Tucker• JAM• Courses and training on Go• Training in Evangelism• Evangelism• Short term Go |
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