



Church Organizational Profile

Anchor Church recently celebrated its 10-year Anniversary. We are a theologically and politically diverse congregation that holds the Gospel of Jesus as our primary unifying factor. We are a non-denominational church that is affiliated with the Acts 29 Network, the Virginia Baptist Association, and a Presbyterian Church Planting Network in Florida. Our church family is known as a welcoming and friendly church with a long history of unity and growing freedom in Christ among its partners and attendees. Our area is home to the world's largest US Navy base and the longest shoreline of any city on the east coast. As a military and beach town, we experience a high degree of transience and tourism. Of course, these present challenges for church leadership, but have also created unique opportunities for hospitality toward new people and intentionality in sending people out as missionaries. We are a regional, mid-sized, portable church meeting in a performing arts center located in the heart of Virginia Beach.

Purpose and Strategy, Core Values

- Purpose: Helping people find hope in Jesus. We named our church after Hebrews 6:19 *We have this strong and trustworthy hope [in Jesus] as an anchor for our souls.* Hampton Roads is a transient area, and we believe God has called us to bring this message of hope to people who need it by regularly communicating good news (sharing the *Gospel* of Jesus), by giving them a stable place to call home (providing authentic relationships), and by giving our lives for God's global and local mission (giving them a sense of purpose in life).
- Strategy: To bring hope to as many people as possible by spreading the good news of Jesus everywhere and demonstrating radical hospitality within the community so that lives are changed, leaders are developed, and more churches are planted.
- Core Values: Gospel, Community, and Mission. We are anchored in the Good News of Jesus. We are anchored in Community with One Another as God's Family. And, we are anchored in Hampton Roads for God's Global Mission.

Theological Distinctives

- Compatibilism: refers to the belief that God's sovereignty and man's responsibility are compatible doctrines. We see them in healthy tension throughout the scriptures.
- Continuationism: refers to the continuation of the gifts of the Holy Spirit in the church today. We believe that they should be exercised biblically and in order.
- Complementarianism: refers to the belief that men and women are equal in dignity and complement each other in the home and in the church. We believe that women can lead, sing, pray, and speak in the church, but the role of an elder is limited to biblically qualified men.

Church Family Traditions

- Weekly Communion on Sunday
- Expository preaching through topical series and books of the Bible
- Contemporary, charismatic music
- Annual special events like Christmas Eve Service, Art Expo, Beach Service & Baptism, Christmas Party, Fall Shindig



Organizational Priorities

- **Gospel Centrality in Teaching & Ministry:** We apply the Gospel to every area of life, for the rest of our life. We emphasize a Gospel-centered motivational structure for obedience to replace shame or self-righteousness with joy and gratitude. We make the gospel our unifying force and embrace the tension that God designed in most theological debates. We also value being balanced in theology and philosophy of ministry through nuance and caveat.
- **Missional Community:** We encourage our people to live like missionaries in community with others. Community Groups are where practical care and community are best experienced, and where evangelism and community service take place.
- **Hospitality & Outward Focus on Others:** We want to resist the pull toward an inward focus of ministry. We resist forming cliques, being careful to include others. We want our various gatherings, including Sunday morning, to maintain consideration for the outsider or guest, and we want our groups to embrace inter-generational diversity as a true family of all ages, experiences, and backgrounds.
- **Leadership Development:** A significant portion of our ministry and leadership is given to discipleship & developing leaders providing organized environments where organic connections can be made.
- **Cultural Engagement with the City:** We engage and redeem culture instead of resisting and rejecting things that the bible does not explicitly prohibit, like alcohol in moderation, observing holidays like Christmas or Halloween, practicing yoga, using the enneagram, etc. We

embrace a culture of reasonableness within the church and in our interactions with others outside of the church.

- **Growth Emphasis on Church Planting:** We give approximately 10% of our church budget to church planting, which means we strengthen and support other churches in our region and around the world. We also desire to plant churches out of Anchor as we make disciples and raise leaders.

Hopes for Growth and Development

- **Key Staffing Hires:** Our youth group is growing, and a first priority of business would be the consideration and hiring of a youth director. We also envision the need for an Associate or Executive Pastor as we continue to grow.
- **Church Size Dynamics:** As we've grown, we see a need for further establishing organizational systems and updating governance processes that will facilitate and even foster health and growth into the next season and stage of our church.
- **Potential Future Facility:** While the current location is ideal because of its accessibility and familiarity, the challenges of being portable are increasing as the size of our church grows. We anticipate needing to plan for a permanent or semi-permanent facility someday.
- **International Ministry Partnerships:** While we support domestic and international church planters, we can envision strengthening our relationship with church planters and missionaries through mission trips and supporting strategic initiatives.
- We want to leave some room for the Spirit to lead the incoming pastor to collaborate with leadership and identify any hopes or visionary direction for the church

Any interested candidates are encouraged to complete the application.

Application Link: <https://forms.gle/CHZx8Top1RbPWRDTA>

Email: search@anchorchurchonline.org

