



ANCHOR  
— CHURCH —

## Anchor Church Organizational Plumb Lines

### **Formational vs. Informational**

Provide platforms, opportunities, rhythms, etc. that are more formative in their nature (i.e. relationships) rather than merely informative (i.e. content). For example: a CG that hosts a dinner as a regular rhythm as opposed to only hosting a time of Bible study. The common practices of everyone making regular sacrifices to contribute to the meal, experiencing that they have a seat at the table, helping with the clean up, etc. are all serving to shape or *form* our beings and our cultures much more than simply engaging in the discussion of *information*.

### **Equipping vs. Executing**

For those who are paid staff leaders, we want to be engaged in the practice of equipping and empowering our people to join us in doing the work of ministry rather than creating a culture in which we are viewed as “those who are paid to do.”

### **Affirming vs. Appointing**

When it comes to leadership development, we want to affirm leadership rather than appoint someone as the leader of something. The clearest and simplest test of leadership is looking to see if anyone is following. Does this person have a voice and influence over others?

### **Kinetic vs. Static**

We want our people to have a sense that they are a part of a living, breathing organization that is on the move and having influence for the kingdom of Jesus.

### **Adequate Energy Input**

The above will only be achieved if energy is continually being pumped into the organization on all levels. Systems left to themselves do not tend toward a state of more orderliness, they gravitate towards disorderliness.

### **Proactive vs. Reactive**

We want to be looking and planning ahead often so that we can continually find ourselves in positions to engage in problem-avoiding instead of problem-solving.

### **Less Often, More Awesome**

Do your event less often, but make it so awesome that when you do it again people are compelled to make it a priority! This will keep us from burn out and generate a sense of positive urgency around our events.

### **Health Doesn't Create Itself**

Unless we are vigilant and intentional in creating what we believe to be healthy rhythms and patterns in our organization our own personal lives, then we will likely never achieve them. They take front-end work to create.

### **Pre-op & Post-mortem**

Church events can be wonderful tools or misguided distractions. At Anchor Church, one of our goals in regards to events and/or ministry initiatives is to be sure that we are aiming for the mission of the Kingdom of Jesus: to make disciples. So we want to plan effectively, course correct as needed, and conduct post-mortem reviews to see what we can learn.