

Dear Friend of the Oak Initiative,

Thank you for your interest in becoming a leader with The Oak Initiative. Our highest priority at this time is to establish strong leadership teams that will help grow this initiative into a mighty OAK. Your interest in this already proves that you have initiative, a basic characteristic for leadership, so we take your interest very seriously.

The first step in being considered a leader with OAK is to become a member. This can be done by simply signing up on our website, which requires paying the annual dues of \$100 which are for the materials and credentials you will be sent each year.

Because the investment we will be making in our OAK leaders will be so substantial, we do want to know that someone is with us enough to join and stay current on their dues. If you have joined OAK, but have not yet been acknowledged as a member, or by getting our weekly letters, please be patient as we are working very hard to get our home office set up, databases operating, and our communications networks functioning. We expect you to see good progress in all of this continually.

Again, thank you very much for your interest, and we do hope that we can work together to face some of the most important issues of our lifetime.

In His Service,

Rick Joyner,
President of The Oak Initiative

P.S. For your consideration I have included a brief on our basic leadership model. Please read the following carefully so that you understand OAK basic leadership principles. Then there is a short questionnaire included which will help us know your qualifications, and/or needs for getting you going.

Basic OAK Leadership Strategy

We do not view OAK as an organization, or a strategy, but as people. You can have the best organization, and the best strategy, but have poor results if you do not have good people to lead them. So we always want to look at building people, and building with them, not just building an organization. However, you can also waste the good efforts of people with poor organization or strategy, so these are important, but our basic strategy is to work with the best people. We are very encouraged by the quality of people who are joining OAK, and who are expressing a willingness to be leaders in it. Because foundations are so crucial we want to get off on the best possible start with you, so being devoted to truth, and openness will always be a basic for OAK.

The greatest and most effective strategy of all time was to simply find 12 good men, teach them, train them, empower them, and release them with a cause worth dying for. They also had the instructions to disciple others the way that they had been.

Of course this is how Jesus called together a few unlikely candidates, and used them to change the world like no one else has before or since. Jesus is the One we are seeking to follow and OAK will be built on His basic strategy. Therefore we are not looking for those who just want to run a system, or are seeking a position within an organization, but we're looking for leaders. You manage systems and organizations, but you lead people.

Because the greatest Leader, and the greatest leadership strategy, was to build on a small group, we are first seeking leaders who can gather small groups, teach them, train them, empower them, and send them out to multiply. As the Lord is faithful to promote those to greater things who are faithful in the little things, we too will be seeking to promote those who are faithful in bearing fruit with what they have.

Leadership in OAK

In Scripture we see that there is an anointing for leadership that is based on numbers, which is why Moses established captains of tens, hundreds, and thousands. Then there were 70 governing elders who were appointed over the entire nation. In a modified way this will be used in OAK.

Our basic organization chart will be:

International Board of Directors
International Corporate Officers

National Board of Directors
National Officers

State Directors
State Officers

Regional Directors
Regional Officers

Community Directors
Community Officers

Chapter Directors

Members

Members:

Anyone can join The Oak Initiative who is a confessing Christian, agrees with the Core Values of OAK, and pays their annual membership dues of \$100.

The membership dues are to cover the cost of credentials given to The OAK Members, materials and resources sent to them each year, as well as to help support the general expenses of OAK. Ten percent of dues received will be sent to each of the Community, Regional,

State, and National offices as these develop, to support full-time leadership, management, and staff on these levels.

OAK Chapters:

These are the basic core groups in OAK that are the basis of our grassroots mobilization strategy. These can be as few as 10 people and up, whatever the local group is comfortable with. When leadership is trained and ready these should reproduce into more groups. Regardless of the size, we want each one to grow strong and influential in their area. Each Chapter meeting should be an exhilarating and inspirational interchange of wisdom, strategy, ideas, and information, as well as a place where Christians from any denomination or background can mobilize as needed.

Chapter leaders will be called Chapter Directors. Their main job will be calling and directing meetings, supplying talking points, overseeing a clearing house for information and other needed materials, and seeing the overall goal of OAK, to see every Christian growing into a strong “Oak of Righteousness,” growing in leadership in teaching, training, delegating and empowering those in their council to start other Chapters.

Building Oak Chapters and Members will be the main devotion of OAK as a grassroots movement.

OAK Communities:

Our next level of leadership will be Community Directors who are helping to provide leadership for anywhere from 10 or more Chapters of at least 100 Members. Because small areas can have large populations, or large areas small populations, these areas will be designated individually, and defined as an OAK Community when there are 10 or more Chapters that include 100 or more Members in a specific location.

OAK Regions:

Next we have Regional Directors, which will include cities or Regions where there are at least 10 Oak Communities, therefore providing leadership for thousands of Oak members. At this level there will likely be some officers and staff who will need to be full time OAK workers.

OAK States:

Where there are 10 or more OAK Regional offices established in a State it will be designated an "OAK State" and State Directors and Officers will be appointed from within that state. At this level all Officers and a staff of full time workers will be required.

OAK Nations:

Any sovereign country or territory that has multiple OAK States can be designated an OAK Nation, and a National Director, National Board, and Officers will be appointed within that nation or territory composed of those who are proven leaders on a national level. The National Board of Directors will include all State Directors.

International Directors:

This is the Board of Directors for the International Oak Initiative. Presently this is composed of the founding leadership of OAK, but will eventually include all National Directors.

NOTE: This is the structure based on geography, but there will also be a structure, with similarly recognized positions of leadership for those who mobilize in ways other than geographical. For example, we have some members who already have networks of many churches, and they would like to mobilize within their movement, denomination, or mission.

Because one of our main objectives is to help strengthen the body of Christ, we are especially interested in doing this with churches, ministries, or missions. Many of the leadership gifts we will be developing in OAK leaders will be helpful in such things as planting home groups, and/or churches. The OAK mobilization can also aid in this. If there are no effective churches in a region we will be very happy to see some of our OAK Chapters become churches, or at least help spark their development. For such church networks, or other ministries, missions, or NGO's, we will work with them to build custom OAK organizations within their organization.

Because we have many who want to be a part of OAK from other nations, we will be looking to establish National Directors in these nations, and develop an interchange between all National OAK organizations that can facilitate missions, disaster response, and aid in any way that can help accomplish the basic mandate of OAK—to help strengthen and mobilize the body of Christ.

Basic OAK leadership organizational philosophy

Also, some see themselves as a captain of thousands, but right now only 20 people are following them, so at this time they are “captains of tens,” though they very well may be called to be a leader of thousands. As stated, those who are faithful in small things the Lord promotes and gives them more, so if someone feels called to be a captain of thousands we want to help them get there. However, to short-circuit this process would only hurt them, and possibly the thousands they were given premature authority over. With greater leadership comes greater responsibility. Our leadership standards, and code of ethics, will be high.

To apply this to OAK, if someone wants to be a State Director for OAK, before we appoint them to this we want to see evidence that they can mobilize and lead on a state wide basis. We do have some who have already done this for political parties, or other organizations such as church networks, and even on higher levels, so there are some we will appoint to this position quickly because they have already proven their leadership at that level. Others who may feel

called to be State Directors we may have to work with to see that they can first mobilize and lead well on a smaller scale first.

All levels of leadership we should have our own small group of between 8 and 12 we are seeking to impart all of our skills and knowledge to that are related to OAK leadership. If you are a Regional Director your own small group will probably be Community Directors who are proving effective in mobilizing and leading neighborhood OAK groups, and who you think are going to be able to handle more authority in the future. A Regional Director who is producing other Regional Directors we will want to promote to a higher level as fast as we can, etc.

We are familiar with and appreciate the “starfish” organizational strategy, and will be implementing some of this into OAK on a limited basis, where it fits. For example, if any OAK entity, including a national or international office, is lost for any reason, the rest of the organization under it should go right on without missing a beat. However, overall OAK is mobilizing more like a government in some ways, and a military force in other ways, where some aspects of the starfish organizational strategy would not work well.

Core Values of OAK

As we are told in Genesis, God established an immutable law that every plant and animal could only reproduce “after its own kind.” Therefore we must be serious about those representing The Oak Initiative being devoted to the core values of OAK. These are simple, but we must not compromise them if OAK is going to have the results we are seeking. They are:

- 1) Must be a member of The Oak Initiative, and agree with the core values of OAK with a basic devotion to excellence in all that they do as serving the Lord.
- 2) Must be a disciple of Jesus Christ with a basic devotion to be continually learning of Him, and seeking to do His will.
- 3) Must have a sound biblical worldview.

- 4) Must be seeking to live by the biblical standards of righteousness, justice, and the truth of sound biblical doctrine as expressed in the New Covenant.
- 5) Leaders must seek to live according to the biblical standards for leaders in the New Covenant (In this we do not judge people by who they may have been in the past, but where they are now.)
- 6) We will seek to comply with the biblical exhortation of Heb.12:14, which is to **“Pursue peace with all men, and the sanctification without which no one will see the Lord.”** The application of this is that we will endeavor to treat all others with dignity and respect, regardless of their religious beliefs, political or social persuasions. This also means that even though we will pursue peace with everyone, we will never compromise who we are called to be as Christians, for any reason.
- 7) Have a conviction and resolve to be the salt and light that we are called to be. As Christians we must be engaged in the public debate on current issues and events.
- 8) Leadership positions in OAK above the Chapter level will be required to have a strong local church relationship, and a strong devotion to seeing the body of Christ become a bride worthy of the Lord. The basic initiative of The Oak Initiative is to help wake up the church, not criticize it.
 - a. Exceptions to this requirement to be in a local church can be waved where there are no advancing local churches. However, in this case to help establish one in the region may be a basic purpose of OAK Chapters in that area.

For Your Information

Many see The Oak Initiative as a new political movement, and quite a large number already see OAK as a new political party. The founders of OAK did not have this in mind as even a possibility of starting a new political party, though we are not going to say “never”

to anything that is necessary to accomplish our purpose. However, our vision is much higher than being a political party, or getting candidates elected to any office, though we do expect that to be one of the results of the church awakening and becoming the salt and light she is called to be, which is the basic Oak Initiative.

Already some of the ultimate evils of our times are beyond the remedy of passing laws, but our ultimate goal is to see such a Great Awakening come to our nations so that such laws will not be necessary. However, this does not mean that we will not be engaged in seeking to educate the entire public on laws and legislative proposals when they are considered to be to the great advantage of citizens, or have a great negative impact. This is a part of what we consider the basic Christian responsibility of being a light in the world—shining light into the darkness, or into the things that are obscure but have the potential to have a positive or negative impact.

Conclusion:

If you agree with the core values of OAK, and feel that this is something you would like to help in building through a leadership position, please fill out the accompanying questionnaire included with this letter. There are no trick questions, but some things we need to know are asked, and some questions will just help us to get to know you better.

When we have received the form back, we will seek to put you to work as quickly as possible. We are developing training materials, seminars and courses in order to give the best possible leadership training on the planet, which we believe every work of God deserves.

We look forward to getting your questionnaire back, and working with you in these crucial times. Don't hesitate to contact us at office@theoakinitiative.org with any questions you have.



LEADERSHIP QUESTIONNAIRE

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

E-mail: _____ (Unique Per Person)

Phone (Home/ Cell): _____ Other: _____

Church / Ministry Name: _____

Ordained Minister (y/n) _____ Ordaining Organization: _____

Have you read and do you agree with the core values of OAK? (y/n) _____

When did you become a Christian? _____

What church are you associated with, and for how long? _____

Why did you become a member of OAK? _____

What leadership position in OAK do you feel you qualify for now?

What is your education, training, or experience in leadership that you feel qualifies you for this leadership position?

What is the ultimate leadership position in OAK that you feel that you could qualify for?

What would be your goals for accomplishing through OAK while at this position?

(Use reverse side if more room is required)