

LEADERSHIP

Playbook



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**YOU ARE A VITAL PART
TO THE MISSION OF
REACHING THE 800,000
IN OUR COMMUNITY
WHO ARE FAR FROM GOD.
IT'S NOT TIME TO WAIT;
IT'S TIME TO ENGAGE!**

AN INVITATION

Welcome to the Chase Oaks Church Leadership Playbook—a guide to give you a play-by-play of our leadership development process.

We think it's fitting to call this a playbook. For one reason, we are all called to play a role somewhere. God doesn't invite us to sit in the stands and watch others impact the world. He calls us to move from the stands to the field to make a difference with what He's given us.

As we all jump in, a playbook is a helpful tool to keep everyone on the same page and move as a team. Effective teams know what everyone else is doing, stay aligned on the big stuff, and understand their key role.

So, as you read this playbook, I hope it does more than inform you. I hope it inspires you to jump “all in.” I hope you see this as an invitation to play more, ask more, and dream more here at Chase Oaks Church. You are a vital part to the mission of reaching the 800,000 in our community who are far from God. It's not time to wait; it's time to engage! Thanks for journeying with us.

JACK WARREN

Executive Pastor | Chase Oaks Church





PRINCIPLES AND EXPECTATIONS

We can't move in the same direction if we don't use the same language or if we don't have the same standards and expectations. The word *leader* can be confusing because it is used in so many different contexts.

So, what do we mean when we refer to a leader at Chase Oaks Church?

A Chase Oaks Church leader is a Christ-follower who is “all in” at Chase Oaks; believes in the mission, DNA, and doctrine of Chase Oaks; demonstrates both character and competence as a leader; and provides specific direction for a group of people.

Within that definition, you'll see some of our guiding leadership principles. These principles are our defining plays in our leadership development process. It's what we're aiming to do as we move together, and it reflects how we invest in and empower people. As you read our guiding leadership principles, you'll notice there's a direct expectation of leaders at Chase Oaks that relates to each statement.

FIVE LEADERSHIP PRINCIPLES AND EXPECTATIONS

1. OUR CHARACTER COMES FIRST.

We seek to develop character-based servant leaders who model themselves after Jesus (His example and teaching, **1 Timothy 3** and **Titus 1**). We desire to have a posture of humility and a servant's heart and to live above reproach.

Expectation: *We are known for our Christ-like character and our love for others.*

2. WE INSPIRE OTHERS TO EMBRACE THE BIG MISSION AND UNLEASH THEIR GOD-GIVEN POTENTIAL.

The Chase Oaks mission, impacting the 800,000, is too big for a select few. Everyone's unique strengths and abilities are needed.

Expectation: *We consistently have ICNU conversations with potential team members and future leaders.*

3. OUR PRIMARY ROLE IS TO INVEST IN CURRENT AND FUTURE LEADERS.

The primary role of leaders is to develop leaders because we know that the leaders we need are here. Every leader invests in the development of a future or current leader.

Expectation: *We are consistently investing in a person, and we seek out someone to invest in us.*

4. WE ARE ALWAYS IN LEARNING MODE.

As leaders, we are always learning from other good leaders (e.g., Q Commons, Leadership Forum, and coaching).

Expectation: *We engage in the learning opportunities Chase Oaks provides for leaders.*

5. WE GO "ALL IN."

Leaders at Chase Oaks are "all in," and we help people move with momentum to be "all in."

Expectation: *We worship, belong in a group, serve on a team, give financially, and reach out to those who aren't here yet through invitation.*



PIPELINE AND PROFILES

We are all on a journey, and none of us has arrived, including leaders. God is working in each of us so that we can grow spiritually and emotionally and become effective leaders.

Here at Chase Oaks, there are specific attributes and categories we look to develop people in as they progress further and further into leadership at the church.

DNA: 10 characteristics of who we are as a church and how we act.

LEADING SELF: Expectations related to understanding, caring for, and leading ourselves.

LEADING OTHERS: Expectations related to our ability to interact with, care for, and provide direction for others.

LEADING ORGANIZATIONALLY: Expectations related to our ability to provide for the needs of the organization.

COMMUNICATION: The necessary communication skills needed for each category of leadership.

Chase Oaks Church has a leadership pipeline to help people grow and develop.

THE STAGES OF LEADERSHIP ARE

- › Team Member
- › Team Leader
- › Coach
- › Director
- › Pastor
- › Campus/Central Pastor
- › Executive Team

PROFILES

For each stage, there is a specific profile (based on our leadership categories) needed to live fully into that role.

TEAM MEMBER

- › **DNA:** Is aware of the Chase Oaks DNA
- › **Leading Self:** Shows up and has someone invest in them
- › **Leading Others:** Is teachable and a good team member
- › **Leading Organizationally:** Wants to make things better and is aware of the “why” (800,000)
- › **Communication:** Has basic conversational skills

TEAM LEADER

- › **DNA:** Knows and represents the Chase Oaks DNA
- › **Leading Self:**
 - Is a Christ-follower
 - Experiences transformation
 - Is “all in”
- › **Leading Others:**
 - Recruits and develops other team members and team leaders
 - Helps others win
 - Invests in 1-3 team members
 - Provides input related to area of leadership and the overall ministry of Chase Oaks
- › **Leading Organizationally:**
 - Solves problems
 - Translates mission, DNA, and strategy into execution
- › **Communication:**
 - Has good communication with groups
 - Communicates DNA tone

COACH

- › **DNA:** Owns the Chase Oaks DNA
- › **Leading Self:**
 - Is a Christ-follower
 - Experiences transformation
 - Is “all in”
- › **Leading Others:**
 - Recruits and develops other team members and team leaders
 - Helps others win
 - Invests in 1-3 team members
 - Provides input related to area of leadership and the overall ministry of Chase Oaks
 - Coaches team leaders
- › **Leading Organizationally:**
 - Solves problems
 - Translates mission, DNA, and strategy into execution
 - Provides feedback for those they invest in and for church leadership
- › **Communication:**
 - Has good communication with groups
 - Communicates DNA tone

ICNU CONVERSATIONS
MISSION + AFFIRMATION =
OPPORTUNITIES FOR IMPACT

One of the most powerful tools that a leader can use to inspire others to step into leadership is an ICNU (“I see in you”) conversation. These conversations affirm the gifts and strengths that a person has and connects those to the mission of Chase Oaks. Most of us minimize our strengths and the impact we have on others, so ICNU conversations help people hear how God has uniquely gifted them and consider ways to use those gifts.

FOR EXAMPLE, YOU MIGHT SAY:

The mission of Chase Oaks is to impact the 800,000 people in our community who don't have a personal relationship with God. One of the ways we do this is through campuses that provide environments for people to come as they are and experience worship and relevant messages for all ages. I see how welcoming you are to everyone and how you make people feel wanted and needed. Have you ever considered serving on the First Impressions Team? You would be a great first impression for guests.

WISE INVESTING AND COACHING

THE THREE STAGES OF WISE INVESTING

The primary role of a leader is developing other leaders. If every leader invests in the development of one other person each year, we exponentially increase the number of leaders over the next several years.

STAGE 1

I Do
You Watch
We Talk

STAGE 2

We Do
We Watch
We Talk

STAGE 3

You Do
I Watch
We Talk

THE SEVEN COACHING QUESTIONS

Investing in others isn't as hard as we might think. Often, it's simply asking the right questions. Here are seven great questions we ask as we coach others here at Chase Oaks.

1. How are you?
2. What's going well?
3. What's the biggest challenge you are facing?
4. What are you going to do about it? (Help them become proactive and "own" the challenge and their responsibility in coming up with a plan.)
5. How can I help? (Note: We all have challenges in our areas of leadership. Your job isn't to take on that person's challenge—you have your own challenges to tackle! But you can help them think more clearly, share wisdom, and pass on any helpful resources to help them tackle their challenge effectively.)
6. What are you learning and how do you see God at work in your life this season?
7. How can I pray for you?

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EKKLESIA

THE NEXT STEP FOR EMERGING LEADERS

You have a core calling on your life. God has designed you to do something big. We believe finding clarity about your life's purpose is not only possible, it's empowering. This is what Ekklesia is all about.

Ekklesia is a nine-week gathering of leaders and emerging leaders at Chase Oaks Church. This leadership development intensive will connect you with other core Chase Oakers from all of our campuses along with our church's senior leadership team, who will present and be available for personal coaching along the way. Together, we'll discuss things that matter most, including your personal core values, strengths, purpose, and vision along with our church's core mission, values, and beliefs. Seats are limited, so join us today.

To register, visit www.chaseoaks.org/ekkleisia.

ADDITIONAL RESOURCES

- › Chase Oaks Leadership Application
- › Leadership Forum
- › Q Commons
- › Coaches
- › Lead with Jack Blog (www.leadwithjack.com)
- › Page 2 Podcast

CHASE OAKS LEADERSHIP LIBRARY

- › *Distinct by Design* by Jeff Jones
- › *Empowering Leadership* by Michael Fletcher
- › *The Five Dysfunctions of a Team* by Patrick Lencioni
- › *Leadership and the One Minute Manager* by Ken Blanchard, Patricia Zigarmi, and Drea Zigarmi
- › *The Leadership Baton* by Rowland Forman, Jeff Jones, and Bruce Miller
- › *Strengthening the Soul of Your Leadership* by Ruth Haley Barton
- › *The Advantage* by Patrick Lencioni

INTERNSHIP AND RESIDENCY PROGRAMS

SUMMER INTERNSHIP PROGRAM

The internship program is geared towards those with a potential interest in ministry. Interns will have the opportunity to learn and develop ministry skills by actively engaging in and supporting the ministry life of our church. The goals of the internship program are to have each participant grow in knowledge of church ministry and participate in the planning and execution of a specific area of ministry. Also, we want to create a fun and exciting experience that will give interns a window into a possible future in ministry. This is a paid internship for 10 weeks at 20 hours per week.

ONE-YEAR RESIDENCY PROGRAM

The residency program is an intensive leadership program geared toward those who are pursuing vocational ministry. Residents will gain leadership skills as they have hands-on ministry experience within a specific area of the church, and they will gain exposure to various other areas of ministry. Each resident will experience regular leadership coaching and personal development. The content of the program has been thoughtfully curated to provide holistic growth and development. This is a paid residency for one year at 25 hours per week.

MY ACTION PLAN

ICNU candidates:

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Person/people I will be investing in:.....

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Person investing in me:

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My leadership goal for this season (DNA, leading myself, leading others,
leading organizationally, and communication):

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Potential next role:

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A series of 20 horizontal dotted lines for taking notes.



 ChaseOaksChurch
www.chaseoaks.org