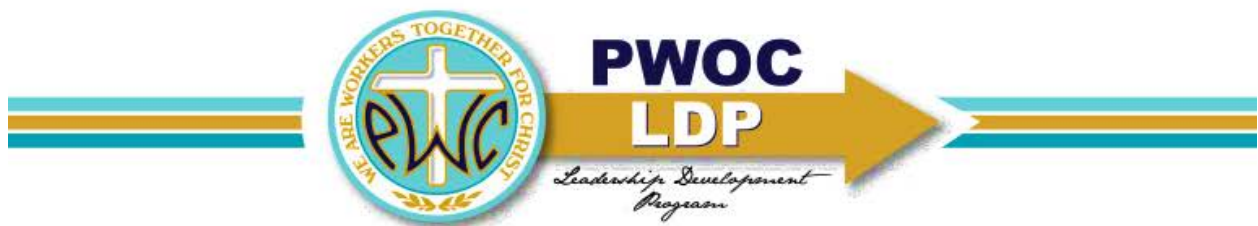


Incoming Board Toolkit

Training Modules



*intentionally
blank*

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Isaiah 43:18-19

“Remember not the former things,
nor consider the things of old.
Behold, I am doing a new thing;
now it springs forth,
do you not perceive it?
I will make a way in the wilderness...”



Welcome to PWOC leadership!

You join thousands of women who come together to intentionally lead, teach, develop and involve other women in their military communities in the name of Jesus Christ.

As an auxiliary of the chaplaincy, you bolster the infrastructure and readiness of our forces by reaching further into our families than a chapel or chaplain could.

You are now part of the rich heritage of PWOC that spans over 65 years, 13 countries and 130 installations.

And yet, the Lord will do new things through you. He will make a way.

May the Lord lead you and may your legacy be one of serving with love, humility and obedience.

We are... Workers Together for Christ!

HOW TO

This training tool can be used in many ways.

For:

- ☐ Setting a trajectory for the year
- ☐ Team/personal reference
- ☐ Launching initial discussion in the virtual space
- ☐ Generating training points for monthly meetings
- ☐ Onboarding new members



WHO ARE WE?

“We are workers together for Christ.”

At first glance, our PWOC motto may appear to be a mission statement, but a closer look reveals it to be an identity statement.

First and foremost, we are *for Christ*. We identify with Him and His work. The work we have been created to do is for the glory and expansion of His kingdom. It is this work that the chaplaincy affirms for PWOC to conduct in our military communities as an auxiliary of the chapel.

We are *together*. We are a *we*. We should walk together as we work. Together, we are being built into the body of Christ. Together, we are held in place, united by one Spirit. Together, we are a cord that is not easily broken.

We are *workers*. In PWOC, we do not derive our identity as spouses, by interest, or by rank, but by our service and partnership with our chaplains.

Whether they are aware of it or not, it is this identity that is shown and grown in every woman who engages with PWOC.

*For we are his workmanship,
created in Christ Jesus
for good works,
which God prepared beforehand,
that we should walk in them.*

Ephesians 2:10

*We are
workers
together
for Christ.*

PWOC
Motto

DISCUSSION POINTS

- ☐ How does this information change our concept of identity as leaders?
- ☐ Who has prepared our works for us?
- ☐ Who do we work for?
- ☐ What will it look like when we're working together *well*?
- ☐ How can we walk together?
- ☐ Why do you think you've been called to serve at this time?
- ☐ Which “We are” statement is particularly easy or difficult for you to accept?
- ☐ What else are we?



WHAT IS PWOC?

PWOC exists to lead, teach, develop and involve women.

- To LEAD women to Christ
- To TEACH women God's Word
- To DEVELOP women's spiritual gifts
- To INVOLVE women in chapel ministries



*These are our
Four Aims!*

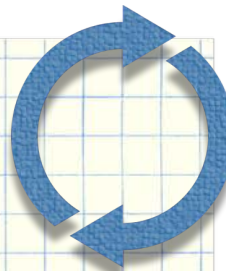
Every woman

who engages with PWOC

- ✓ is a leader somewhere
- ✓ has leadership potential
- ✓ can work together with others for Christ

who engages with PWOC under great leadership

- ✓ is exposed to the Aims
- ✓ is part of the leadership development cycle implied by the Aims
- ✓ will be led, taught, developed and involved



Let every element and choice you make be intentional in perpetuating the Aims! From fellowship to worship, child care to studies...

The Aims honor the Great Commission. When done well, they form a cycle of leadership development.

In this cycle, disciples are made:

- Those who follow are led.
- Those who are led are taught.
- Those who are taught are developed.
- Those who are developed are involved.
- Those who are involved become leaders.

The Aims don't happen independently of one another; they happen consequently. When one cycle is complete, the leader may step down and rest, because another woman is ready to take her place. In this way, we weave a chainlink network of women in our community, who are both followers and leaders, working together, and stronger together, for Christ.

HOW TO

lead
Colossians
3:12-15

teach
2 Timothy
3:16-17

develop
Ephesians
4:15-16

involve
Exodus
18:14-21

How does each passage inform the Aim?
What upholds and propagates the Aim?
What behaviors would be harmful?



WHERE DO WE BEGIN?

Before taking action as leaders, we must pre-position ourselves for success. We must understand where we are at:

We follow other leaders.
We walk next to our peers.
We are under a chaplain.
We are over God's beloved.
We are behind the scenes.
We are in front of our teams.
We are first to serve.
We are last to be served.

He must increase.
We must decrease.

To decrease, we adopt the posture and mentality of a seeker, of *not* knowing, but desiring wisdom and insight.

Proverbs 4: 7

***The beginning
of wisdom
is this:
Get wisdom, and
whatever you get,
get insight.***

key questions

Who will I ask to pray for me and hold me accountable?

What guidance, expectations and encouragement does our Chaplain Sponsor have for us?

How will we communicate with our Sponsor?

Who are the key personnel we need to network with?

What does professional communication look like?

What calendars should impact our PWOC calendar?

Is there a budget that already exists?

Have resources already been ordered?

What resources are on hand?

Are there preferred vendors to work with?

What rooms and digital platforms are available for meetings?

Where is my position binder?

What has been done before that needs to be repeated?

What needs fine-tuning? What needs to be changed?

Who makes up our body?

How is childcare utilized?

What attendance / study retention patterns do we notice?

What studies and devotional topics have been done before?

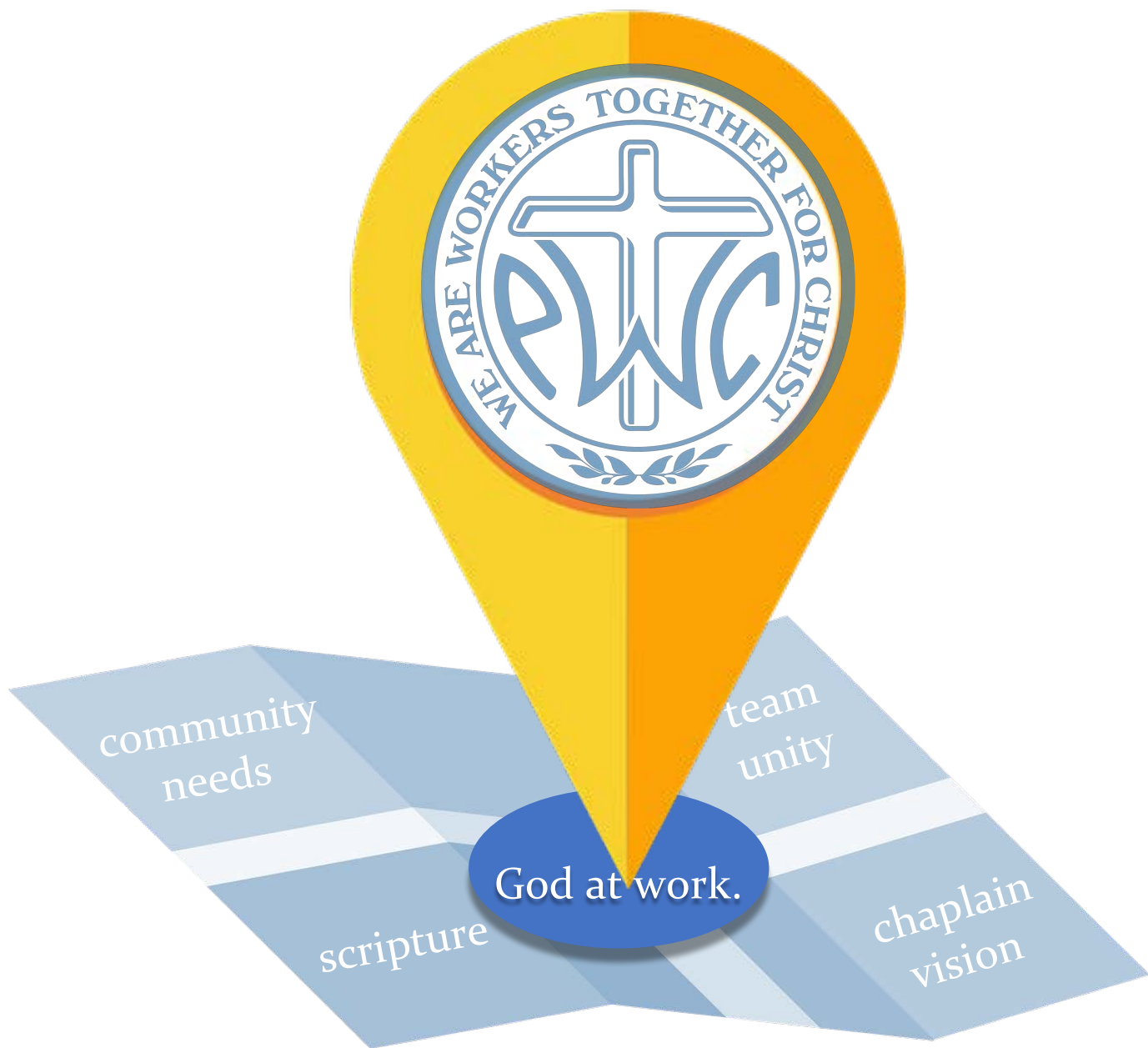
Who are the board members?

What are their learning and communication preferences?

What are their strengths, experiences, abilities and gifts?

What areas of leadership do I tend to struggle with?

What do I need to know? What do I not know?



VISION LOCATOR

WHAT IS THE VISION?

The vision is:

- | | |
|------------------------------------|----------------------------------|
| ✓ a product of the team | X NOT a personal passion project |
| ✓ based on what God is doing | X NOT what we feel |
| ✓ what we're looking toward | X NOT where we're at |
| ✓ found through process and prayer | X NOT rushed |
| ✓ our guidance for every decision | X NOT a suggestion |
| ✓ actionable | X NOT ethereal |
| ✓ clear | X NOT obscure |
| ✓ specific | X NOT generic |

specific audience → specific issues → specific needs → specific scripture

And the LORD answered me: "Write the vision; make it plain on tablets, so he may run who reads it... If it seems slow, wait for it; it will surely come; it will not delay." Habakkuk 2:2-3

*Find where
God is
working
and join
Him there.*

CAUTION

TRY THIS

Going on a Vision Quest is thrilling, but is no small task. This is ONLY to be done after appointing board members and after gathering input from your senior chaplain and chaplain sponsor. Full partnership and team buy-in are central to your vision!

Set aside several hours over at least 2 meetings for Vision Questing.

In the first meeting, brainstorm all issues and problems currently facing your PWOC community. Filter out any issues that also exist at global, national, and installation levels and narrow in on those specific to your audience. Group similar items together. (Aim to end up with about 3 groups.) Then identify the answers in Christ that would address each group of issues/problems. For example: hopelessness → needs real Hope, worry → needs sufficiency of Christ, immaturity → needs biblical literacy, etc.

In the second meeting, all board members should prayerfully seek and bring scripture that addresses the 3 identified areas of need. The team may then discuss, pray and challenge each scripture until only one obvious passage remains. From that passage, draw out actionable words and themes to govern your ministry.

Praise God for His vision!

Titus 2 – upholds the vision with wisdom

administrative coordinator – protects the vision via the calendar

leadership trainer – develops leaders with vision

leadership selection – engages upcoming leaders with vision

1VP Spiritual Life – upholds vision with studies & devotions

inreach – extends the vision into the body

outreach – extends the vision into the community

publicity – shares the vision in action

president – networks vision with chaplaincy

participation – gives vision upon entry

hospitality – inserts vision into the ambience

2VP Programs – upholds vision with programs

retreats – provides space to engage with vision intimately

watchcare – provides time to engage with vision weekly

financial liaison – protects the vision via finances

prayer coordinator – upholds the vision with prayer

worship – incorporates the vision into praise

TEAM WORK



WHAT MAKES A TEAM?

There are many ways to organize and classify a group of people.

A team is defined by their orientation to a vision. All team members face the same external goal. That goal is visible to everyone. This is called “radical” behavior. The opportunity for new team members to align and see the goal is unlimited.

A clique is also oriented to the same goal, but it is internal and independent of the vision. This is called “centric” behavior. The opportunity for discipleship is limited to those who can “fit” in the circle and “see”.

TEAM

CLIQUE



Be radical!

Let us run with endurance the race that is set before us, looking to Jesus... Hebrews 12:1-2

Be careful: Teams and cliques *feel* the same because everyone has the same focal point.

The vision defines trajectory for each board member to move forward in their role. That movement requires synchronicity. Based on the overall PWOC meeting calendar, the board should collaborate to set major benchmarks toward their vision: programs, retreats, training events, largescale newcomer/inreach/outreach opportunities, board meetings, etc. By extension, each board member may then create a positional calendar that back-dates those major benchmarks. Everyone can know exactly what they are doing any given week or day.

- ☐ MONDAY – write weekly email to team members
- ☐ TUESDAY – prep materials for Thursday
- ☐ WEDNESDAY – prayer meeting and purchase order due
- ☐ THURSDAY – PWOC!
- ☐ FRIDAY – touch base with newcomers, check in with President



New board members appointed to the team must understand and agree to uphold the Aims, the vision and the team. It is better to leave a position empty in obedience than to fill it in haste. Additionally, board members should be encouraged to form teams of their own to fulfill the Aims!