PWOC LDP

Leadership Development Program

Supply List:
-EQUIPMENT FOR VIEWING VIDEOS
-COPIES OF PARTICIPANT GUIDE, PENS
-WHITE BOARD OR FLIP CHART, MARKERS
-NESTING DOLLS/CUPS (IF NOT USING VIDEOS)
-YOUR BOARD'S VISION STATEMENT
-TIMER

Fall Board Training—WORKSHOP 1: PWOC MISSION

LEADER'S GUIDE

RELEVANCE: The mission of PWOC nests within the mission of the local Commander's Religious Support Plan and the local Senior Chaplain. As PWOC leaders, we need to understand our position within these authority structures. Internally, PWOC's mission is to offer Christ-centered community. Externally, PWOC meets needs in the broader military community. What does this look like at your military installation? This workshop takes the PWOC board through a process to clarify their local mission and vision for the year.

CONTEXT: This workshop is number 1 of 4 that comprise the Annual Core Training, one-day event (or two half-days) in the PWOC LDP. Workshops 1 and 2 should be presented back-to-back, with the full PWOC board, their Chaplain Sponsor, and key members of the Religious Support Team in attendance. The PWOC board is responsible for presenting Workshop 1, and the PWOC Chaplain Sponsor and Religious Support Team will present Workshop 2 (make sure your Chaplain is tracking this and has access to materials well in advance). The purpose of joint attendance is to build collaborative relationships that will set PWOC and the Religious Support Community up for success. Consider providing lunch for both teams following Workshop 2.

Note: "Local Leader" in the Leader's Guide refers to the PWOC President or anyone else on the board that will facilitate the workshop. Note that the video script written below is only for the facilitator's reference or in case of equipment failure (the Participant's Guide does not contain the script). If you prefer to present this workshop yourself, rather than using the videos, familiarize yourself with the content so that you will not have to read it. Make it natural. Use your own stories and illustrations.

TIME: 90 minutes

INTRODUCTION (10 minutes)

Local Leader: *Welcome everyone; thank them for coming. Express your desire to work well together. Encourage openness and kindness during discussion. Open in prayer, then play PWOC Mission: Video #1.*

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PWOC Mission: Video #1 (7:58) *The workshop leader on the video welcomes everyone to the workshop on PWOC Mission. She then takes about one minute to share what PWOC means to her personally. She invites everyone to take about one minute to share what PWOC means to them with someone nearby. (Timer on the video counts down from 3 minutes.)*

Stories like yours and mine are part of the enduring history of Protestant Women of the Chapel which dates back to the 1950's. Our unique experience as individuals adds to the collective voice of our PWOC story. Our motto, "We are workers together for Christ," is the same now as it was at our organization's beginning. The Four Aims continue to guide the ministry, keeping us centered on Christ and on His Word, our common ground.

Women in European theater military chapels began forming PWOC groups in **1955** under the supervision of the US Army Europe Chaplain, Edwin Kirtley. This came in response to the influx of dependents accompanying their service members to Europe, who needed support beyond what was available in their local chapels. Since then, PWOC has expanded to include all branches of service, under the supervision of military Chaplains. Today, anywhere in the world that you find a U.S. military installation, there is potentially a local PWOC group, and if not, you can start one!

PWOC's original commission to reach spouses of service members has expanded to include all women associated with the military—service members, retirees, civilians, and family members. It is a vibrant part of the chapel community and of the greater military community.

Since its inception in 1955, PWOC has held annual training events to prepare its leaders for ministry. Chaplains have always been key investors and participants in the training. Simply put, without the Chaplain Corps, PWOC would not **exist.** This training recognizes the historic support of Chaplains, of all branches of service, and the entire Religious Support Team, which PWOC serves alongside. It honors the shared history of our organizations and seeks to strengthen our working relationship.

In our workshop, we will look at both the Internal and External Mission of PWOC. Why are there two, you may ask? PWOC has two different facets—there is the internal ministry that happens on a typical PWOC day, but there is also an external role that we play in the greater military community. Both require our intentional focus.

Hold a two-minute meeting with someone nearby. Discuss what you think would happen if PWOC was only *internally* focused. If you have time, discuss what you think would happen if PWOC was only *externally* focused. After your discussion, we will take a look at PWOC's Internal Mission. *(End of Video #1)*

Local Leader: *Set a timer for 2 minutes, then move on to the **Read & Mark** activity.*

- ***Discuss:*** Hold a two-minute meeting with someone nearby to discuss what you think would happen if PWOC was only *internally* focused. If you have time, discuss what you think would happen if PWOC was only *externally* focused.

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I. PWOC's INTERNAL MISSION—Within the Religious Support Community (15 minutes)

Local Leader: In preparation of our discussion of PWOC's Internal Mission, please read through the selection in the box, "PWOC's Internal Mission Statement." Mark what stands out to you. Note that PWOC's Internal Mission is within the Religious Support Community. *When everyone is done marking, play PWOC Mission: Video #2.*

➢ ***Read & Mark:*** *Take a few minutes to read the boxed section below; mark what stands out to you.*

PWOC's Internal Mission Statement

Position: Protestant Women of the Chapel (PWOC) is an auxiliary* ministry of the military chapel community and falls under the supervision and authority of the local Senior Chaplain and the PWOC Chaplain Sponsor. Its motto, "We are workers together for Christ," emphasizes PWOC's cooperative role within the broader community.

PWOC is an ecumenical** ministry of the religious support community, built on the foundation of its Four Aims, which honor the Protestant roots of all denominations:

1) To LEAD women to Christ
2) To TEACH women God's Word
3) To DEVELOP women's spiritual gifts
4) To INVOLVE women in Chapel ministries

Internal Mission Statement: *PWOC equips women to flourish within the unique challenges of the military lifestyle by providing a nurturing, Christ-centered community, guided by the Four Aims, in which women associated with the military can connect socially and grow spiritually, thereby increasing readiness of individuals, families, and communities.*

**Chapel Auxiliary*—An extension of the chapel program under the control of the local Garrison [Senior] Chaplain. An integral element of the religious support mission of Commanders and Chaplains. As part of the Command Religious Program, auxiliaries have official standing and provide servicemembers, civilians, retirees, and family members opportunity for the Constitutional right to free exercise of religion (AR 165-1, chapter 5-6).

***Ecumenical** (adj.)–General; universal; pertaining to the whole Christian Church; promoting or fostering Christian unity throughout the world; interdenominational; including or containing a mixture of diverse elements or styles (dictionary.com).

***Ecumenism** (noun)–Movement or tendency toward worldwide Christian unity or cooperation…The ecumenical movement seeks to recover the apostolic sense of the early Church for unity in diversity… (Britannica.com)*

Our local PWOC Board vision (optional)**:**_____

_____

_____

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PWOC Mission: Video #2 (4:43) Now that you have had the chance to review PWOC's Internal Mission statement, let's break it down a little bit more. One thing we need to keep in mind is that the Chaplain Corps is not Christian; it is pluralistic, meaning that it represents many religions. Local Chaplains in charge of PWOC may or may not be Christian, but under their authority PWOC has the Constitutional right of free exercise of religion. This is truly a gift! Because of this, we can hold to our Four Aims which honor the shared Protestant heritage of our PWOC body.

Perhaps the definitions of "ecumenical" or "ecumenism" are concerning to you. Many of us come from a specific church denomination with a specific way of doing business, which we may see as the "right" way of expressing Christianity. It takes humility and courage to consider someone else's belief or point of view. "Unity in diversity" is a powerful phrase. PWOC is probably as diverse as a Christian group will ever be. We are diverse in culture, color, race, age, experience, rank, branch of service, enlisted vs. officer, active duty vs. reserves or retired, and we are diverse in church denomination. Each one of these elements has been and can be a divider between us when our focus is misplaced.

So, what is the correct focus? PWOC puts Jesus Christ in the center of all we do. He is our common ground. He is our Peace that breaks down the walls of division. Unity is not **uniformity**. Unity can be experienced with diversity fully intact. PWOC is not *non*-denominational, it is ***multi-***denominational—each of us retaining our backgrounds and convictions. We do the same culturally, racially, and in all the other ways we are unique. Do you see the freedom here? Unity, not uniformity. Unity in diversity. Psalm 133:1 (NIV) says, "How good and pleasant it is when God's people live together in unity."

Now, let's take a look at the Internal Mission Statement:

- *PWOC equips women to flourish within the unique challenges of the military lifestyle by providing a nurturing, Christ-centered community, guided by the Four Aims, in which women associated with the military can connect socially and grow spiritually, thereby increasing readiness of individuals, families, and communities.*

In the Incoming Board Toolkit, you received a guide for developing a vision for the year that nests in the vision of your PWOC Chaplain Sponsor and Senior Chaplain (see attached "Vision Quest" worksheet). If you already have a vision statement, write it in the space provided under the PWOC Internal Mission box.

How does your vision connect and overlap with PWOC's Internal Mission Statement? Hold a whole group discussion for about 5-7 minutes before moving into Activity 1. If you do not have a vision statement, take a few minutes to allow your Chaplain(s) to clarify their vision for PWOC. Developing a PWOC vision as a board, if you have not already, is a project for another day. *(End of Video #2)*

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Local Leader: *Facilitate a 5–minute discussion about how the local PWOC board's theme or vision and the PWOC Internal Mission overlap.*

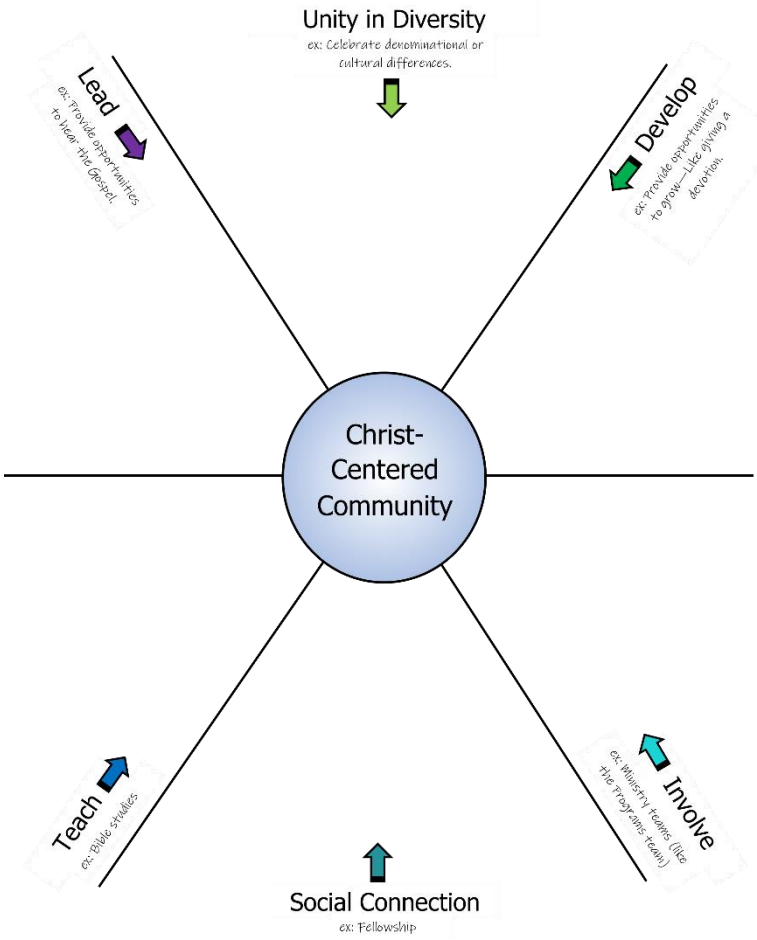
- **Whole Group Discussion:** How does your theme or vision for this year connect and overlap with PWOC's Internal Mission Statement? Hold a whole group discussion for about 5 minutes before moving into Activity 1.

  Option: If you have not yet developed a theme or vision statement, take a few minutes to allow your Chaplain(s) to clarify their vision for PWOC.

ACTIVITY 1: CHRIST-CENTERED COMMUNITY **(15 minutes)**

- **Brainstorm:** *Work in groups of 2-4 (mixed with PWOC leaders and Religious Support Team members). 1) Brainstorm PWOC concepts and activities within each category that lead toward Christ-centered community. 2) Prioritize essential items- what is most important in each category? Use this graphic as a reference point in your PWOC board planning going forward.*

Local Leader: *If time allows, give the opportunity for small groups to share their findings with the whole group.*



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II. PWOC's EXTERNAL MISSION—In the broader Military Community (17 min.)

Local Leader: Now we shift our focus away from the PWOC meeting environment and look at the organization from the perspective of a local Commander. The External Mission statement, alongside the Position statement, is written in language a Commander can appreciate, especially since PWOC is presented as an asset within the military community.

➢ **Read & Mark:** *Take a few minutes to read the boxed section below; mark what stands out to you.*

PWOC's External Mission Statement

Position: As an auxiliary chapel ministry for women associated with the military, Protestant Women of the Chapel (PWOC) is an integral part of the Senior Commander's Religious Support Plan, implemented by the local Senior Chaplain. Through its ability to positively impact service members, families, and the community, PWOC functions as a unique force-multiplier for the Commander and the Chaplain Corps.

External Mission Statement: *PWOC equips women to flourish within the unique challenges of the military lifestyle—primarily, by cultivating a positive environment for social connection and spiritual formation, and secondarily, by meeting needs in the broader military community, thereby increasing readiness of individuals and families.*

Local Leader: *After everyone has had the chance to read and mark the External Mission Statement, start Video #3.*

PWOC Mission: Video #3 (9:07) PWOC is not only under the authority of the local Senior Chaplain and PWOC Chaplain Sponsor, but also the local Installation Commander. PWOC is actually nested under multiple layers of leadership. If we follow the military chain of command, we find that:

(1) *The PWOC body* nests under the authority of
(2) *The PWOC board*. The PWOC board nests under the authority of
(3) *The PWOC Chaplain Sponsor*. The PWOC Chaplain Sponsor is under the authority of
(4) *The local Senior Chaplain*. The local Senior Chaplain nests under the authority of
(5) *The local Installation Commander*. The Installation Commander falls under layers of
(6) *Higher Commands.* Higher Commands are the largest components within our
(7) *Branches of Service*. The Branches of Service are under the authority of the
(8) *Department of Defense*. *(Use nesting dolls or cups to illustrate how PWOC fits within the military authority structure.)*

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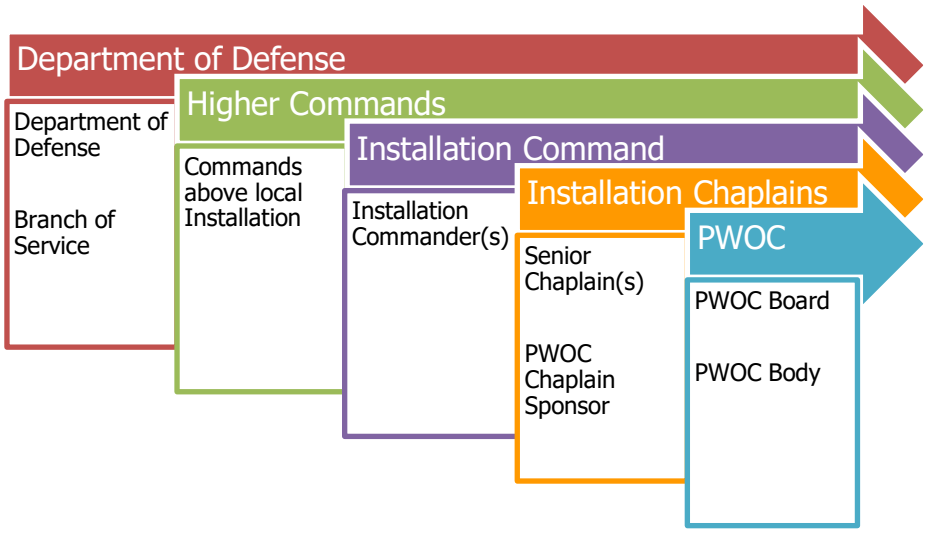
How PWOC Nests within the Military Chain of Command



There is also an authority structure within the Chaplain Corps. Your Senior Chaplains' job is to carry out the vision of the Chief of Chaplains, but the local Senior Chaplain retains authority over the local PWOC group.

Now that we have a clear picture of the authority structure over PWOC, let's take another look at the External Mission statement:

- *PWOC equips women to flourish within the unique challenges of the military lifestyle—primarily, by cultivating a positive environment for social connection and spiritual formation, and secondarily, by meeting needs in the broader military community, thereby increasing readiness of individuals and families.*

Our Internal Mission statement and Activity 1 covered the primary way PWOC equips women to flourish. Now we focus on the secondary element: "by meeting needs in the broader military community." We will look at three categories of community participation: 1) Public events/efforts sponsored by Chaplains within the Religious Community, 2) Public events/efforts in the non-religious Military Community, and 3) My Personal Community.

PWOC's Opportunities for Community Participation

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Take a look at the Venn diagram in your Participant's Guide. Note how the three areas of community involvement overlap. Let's explore these three categories together. The first is **1) Public Events or efforts sponsored by Chaplains within the Religious Community**. An example of an event like this is Vacation Bible School, which is run by the Religious Support Team, with the help of volunteers, and is likely advertised to the whole military community. PWOC's role would be to come alongside this event, providing volunteer hours and various skill sets to help make it a success. A very different example of an effort needing religious support is a memorial service for a fallen service member. Unlike VBS, there is little planning time. PWOC may be called upon to provide refreshments or to provide a comfortable space for a grieving family. Also in this category are major events from other ministries and auxiliaries. What events can you think of in your religious community?

As we continue to explore our External Mission, keep in mind that leading women to Christ and teaching them His Word, need to remain our top priority—this is where lives are changed! Ministry to the outside community flows from here. Cooperation between the Religious Support Team and the PWOC board is crucial. Both teams must prayerfully consider which community events to invest in and must clearly communicate their expectations with one another. Activity 2 will help set these expectations.

The second area in which PWOC can meet needs is through **2) Events or efforts in the broader (non-religious) Military Community**. Examples could be a 5K Fun Run where PWOC might hand out bottles of water. Or as a self-initiated outreach effort, perhaps PWOC would take care packages to quarantined service members. Actions like these help the Commander see PWOC as adding value to the community. What events can you think of in your military community that PWOC could come alongside?

Again, cooperation between the Religious Support Team and the PWOC board is crucial when engaging the broader military community. As we plan activities and pursue necessary funding, we need to hold our plans loosely and must choose to trust each other. Sometimes the answer is no. Choose to bathe everything in prayer. Refuse to talk poorly about others. We are all on the same team. Let me say that again, *we need to trust each other and hold our plans loosely. We must bathe everything in prayer. We must refuse to talk poorly about others. We are all on the same team. Amen?*

The third area of Community participation is **3) My Personal Community**. This is for each individual. This is *your* street, *your* neighbors, *your* bus stop, *your* friends, the people you run into at the commissary or the clinic. Your personal community is the circle of influence that God has entrusted to you alone. What does your personal community look like? Who are your people? As leaders within the Religious Support Community, we are

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representatives wherever we go. What will that look like? Who is God putting on your radar? Where is He already working? How is He calling you to act? Let's take a moment to respond to this right now. I'll be back after Activity 2 to close out our time together. *(End of Video #3)*

Local Leader: *Set a timer for 3 minutes.* Encourage a prayerful response to the following questions about each leader's personal community:

- **Respond:** *Take about 3 minutes to respond to the following questions.*
  - Who is God bringing to my attention?
  - How is He already at work?
  - What is He calling me to do?

> *"People don't ask questions about spiritual matters unless God is at work in their lives."*
>
> *"When you see someone seeking God or asking questions about Christianity, you are witnessing God at work."*
>
> *"Right now, God is working all around you."*
>
> *"Watch to see where God is working and join Him in His work." — Henry T. Blackaby, Experiencing God*

ACTIVITY 2: COMMUNITY EVENTS AND EXPECTATIONS **(30 minutes)**

Local Leader: *Your job is to facilitate a calendar brainstorm session with the goal of setting clear expectations. Stay calm. Listen to what people are expressing. Maintain a "we are all on the same team" approach. Reproduce the table below on a whiteboard or flipchart—this can be done ahead of time or during the training. Do your best to make sure everyone has a voice in the discussion.*

- **Brainstorm:** *1) Using the table: "Potential External Mission Opportunities," brainstorm calendar events for your location. Do this as a whole group—PWOC leaders and Religious Support Team members together. 2) Which events have the highest priority in each timeframe? Why? Respectfully negotiate. 3) Discuss the priority event(s) in your current calendar timeframe. What are the expectations? What is being asked of PWOC?*

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Table: Potential External Mission Opportunities

PWOC Fall Semester (September—December)	
Religious Community Efforts/Events *Chaplain-sponsored events* *Events by other ministries/auxiliaries*	**Broader Military Community Efforts/Events** *Commander-sponsored events* *Non-religious events in the community*
PWOC Spring Semester (January-May)	
Religious Community Efforts/Events	**Broader Military Community Efforts/Events**
PWOC Summer Session (June-August)	
Religious Community Efforts/Events	**Broader Military Community Efforts/Events**

Local Leader: *Thank everyone for their participation in Activity 2. Express your desire to work together as a team. Play PWOC Mission: Video #4*

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CONCLUSION **(3 minutes)**

PWOC Mission: Video #4 (2:11) PWOC is a remarkable ministry that has stood the test of time. It is a Christ-centered community that embraces diversity while focusing on our common ground. PWOC's role alongside the Chaplain Corps is part of our identity and legacy. We are on the same team, seeking the best for our military community. May we choose to offer grace rather than blame. Let us assume goodwill rather than reacting to one another with suspicion. It is up to us to carry out the mission for this community; if we work together, we can make it happen. Will you pray with me? *(End of Video #4)*

Local Leader: *Add any concluding thoughts of your own. Close with your own prayer if you would like to. Give your participants a 15-20 minute break before beginning Workshop 2: RSO 101.*

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Vision Quest

Module 4 Worksheet

Phase 1: Executive Board Research
President Meets with Chaplains

Senior Chaplain Vision

What is the senior chaplain's vision for PWOC?

Chaplain Sponsor Vision

What is the chaplain sponsor's vision for PWOC?

Phase 3: Full Board Application
Second Vision Quest Meeting

Our Vision

Actions & Themes

What actionable words and themes can be drawn out of the scripture? Create a tagline.

Scripture

What scriptures address these 3 needs AND the chaplains' vision? Which one does it best?

Phase 2: Full Board Brainstorm
First Vision Quest Meeting

Needs

How would each of these issues be answered or met? What do they need from Christ?

Issues

What are the major issues facing our PWOC community? Group similar issues. (Aim for 3.)

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