

## **Leadership Selection Committee**

- a. The Leadership Selection Committee should interview candidates, keeping the interviews as informal and as comfortable for the candidates as possible. It is recommended that these steps be followed by the Committee:
  - Read through the candidate's Request for Consideration and chaplain's endorsement and contact the PWOC leader the candidate has listed as a reference.
  - Invite the candidate into the room for an informal interview.
  - Pray for the candidate.
  - Ensure as well as possible that the candidate has met all criteria – i.e., is an active participant, feels called, and is able to meet the requirements of the position(s) in which she is interested.
  - Ask questions of the candidate as members feel led, knowing that it isn't necessary for each committee member to ask questions of each candidate.
  - Give the applicant an opportunity to ask questions of the committee.
  - End with prayer.
  - Discuss candidate's qualifications after candidate leaves the room.
- f. After all interviews are completed, the Leadership Selection Committee should, by consensus, select candidates to fill the PWOC International Regional Board positions.

### ***C. Selection of Regional Board Officers***

Regional board members are charged with the solemn duty of providing vision and leadership for the ministry of PWOC International Regions. Therefore, the selection of these officers is much more than a nominating process, following the desires and choices of people. Rather, it is a process where women are chosen who have already been called and who will be equipped by God. These officers are to be identified through much prayer, contemplation, and effort to ensure that women accepting these positions are both competent and called to fulfill the corresponding responsibilities, and that they understand the great time commitment involved.

## **1. Regional Executive Board Positions**

Regional Executive Board officers include the President, Vice President, and Secretary. The Financial Liaison is an appointed position.

### **1. Candidates Qualifications**

Each candidate should have the following qualifications:

- Resides within the designated region.
- Is a female active-duty service member, active-duty National Guard, or active-duty reservist; or the wife of an active-duty service member, active-duty National Guard, or active-duty reservist.
- Is an active participant in a military chapel.
- Is an active participant in her local PWOC, according to the definition of PWOC membership outlined in The PWOC Heart and Hand-USA Operating Procedures and Guidelines:

*Those women who regularly attend PWOC meetings and gatherings (meaning that they are present at a majority of these meetings and gatherings) will be considered active participants.*

- Is known to be devoted to God and dependent upon Jesus Christ for guidance.
- Is known as one who possesses resourcefulness, sound judgment, humility, and respect for others.
- Is known as one who is able to make and carry out plans, and to persevere with her work.
- If married, is certain of her husband and family's affirmation and support for her appointment.
- Has an understanding of and appreciation for the diversity of PWOC.
- Has knowledge of the history of PWOC and has a personal history with PWOC.
- Submits a completed Request for Consideration before the designated deadline.

- Provides an endorsement by letter or e-mail from a chaplain who has seen her in a leadership position.
- Provides the name and phone number of a PWOC leader who will recommend her for a board position.
- Possesses strong verbal and written communication skills.
- Possesses strong computer skills.

### **3. Leadership Selection Committee**

#### **a. Chairman**

The Leadership Selection Committee Chairman shall be appointed by the Regional President by January 31 of the year of the Regional Fall Focus. The duties of the chairman begin soon after the appointment.

#### **b. Committee Members**

To provide the widest representation possible, the Leadership Selection Committee Chairman will ask each local PWOC president to recommend two women within her chapter who might be considered as committee members. The Chairman will forward those names to the Regional Coordinator, who will invite a representation of those women to serve on the Leadership Selection Committee. The committee should consist of at least three women, and no more than seven. The Regional Chaplain Advisor is also requested to be a member of this committee. It is recommended that one member of the PWOC-USA Executive Board be invited to serve on the Leadership Selection Committee.

Leadership Selection Committee members should represent the total membership of the region. That is, the committee should have representatives not only from different military installations within the region, but also from Army, Air Force, and Navy, as applicable, and from different types of military Protestant chapels.

Committee members should comprise women who will not be considered for any of the offices being filled by the committee. Titus II Advisors are often good choices.

### **4. Leadership Selection Process**

The leadership selection process should include these steps:

- (a) The Chairman should begin publicizing the selection process, (publicity should begin by March preceding the Regional Fall Focus conference) and outlining the need for all PWOC leadership and members to call forth candidates for positions. This may be done through a variety of avenues, such as:

- providing articles to the regional and local PWOC Secretaries to be included in newsletters and updates.
- providing information to the PWOC-USA Web Weaver so that it may be posted on the PWOC-USA website.
- providing Request for Consideration forms to the local PWOC presidents who are hosting Traveling Training. The forms can then be handed out during the training.

(b) The Chairman should provide clear lines of communication. She should:

- initiate contact with committee members as soon as she is informed of their willingness to participate. By e-mail or regular mail, she should provide them with a cover letter detailing their responsibilities and mission, a copy of the Request for Consideration form, and a list of those serving on the Leadership Selection Committee.
- send a cover letter and Request for Consideration form to each individual who indicates an interest in applying for a position on the regional board. Both forms should include the Chairman's name, address, and telephone number, and the date by which the form should be returned.
- send e-mail messages of encouragement and prayer to each of the individuals who indicate an interest in seeking selection and who receive a Request for Consideration form. The Chairman should also ask the interested individual whether she requires further information and provide it if requested.
- contact the Assistant Coordinator, to coordinate when announcements regarding the Leadership Selection Process and the proposed slate of officers should be made during the Regional Fall Focus.

(b) The Chairman should call a meeting of the Leadership Selection Committee. It is recommended this meeting be held on or before the first day of the Regional Fall Focus to allow committee members to get to know each other and to allow the Chairman to explain the interview process. If necessary or desirable, candidates can be interviewed at this meeting.

(c) At the first general session of the Regional Fall Focus, the Chairman should announce the Leadership Selection Committee and explain the selection process to the Regional Fall Focus attendees. The Chairman should:

- introduce the nominating committee and inform the attendees of the board positions to be selected.

- announce requirements for being considered for office as explained under “*Candidates Qualifications*” in Section 1.3, II-C-2, Selection of Regional Board Officers..
  - ask attendees to prayerfully consider whether God is calling them to submit their name.
  - announce Request for Consideration forms are available.
  - state the deadline for turning in the forms and when the announcement of selected board members will take place.
- (d) The Leadership Selection Committee should interview candidates, keeping the interviews as informal and as comfortable for the candidates as possible. It is recommended that these steps be followed by the Committee:
- read through the candidate’s Request for Consideration form.
  - invite the candidate into the room for an informal interview process.
  - pray for the candidate.
  - ensure as well as possible that the candidate has met all criteria – i.e., is an active participant, feels called, and is able to meet the requirements of the position(s) in which she is interested.
  - ask questions of the candidate as members feel led, knowing that it isn’t necessary for each committee member to ask questions of each candidate.
  - give the applicant an opportunity to ask questions of the committee.
  - end with prayer.
  - discuss the candidate’s qualifications after candidate leaves the room.
- (f). After all interviews are completed, the Leadership Selection Committee should, by consensus, select candidates to fill the regional board positions.

**Note:** For this purpose, consensus is defined as coming to a decision with which each member of the Leadership Selection Committee can be content. In other words, a committee member might be content with the selection of an applicant even if that applicant would not be their first choice. Consensus cannot occur when a committee member is adamantly opposed to an applicant.

- (g) The Chairman should announce the proposed slate of officers for the regional board at the Regional Fall Focus general business meeting agreed upon by the Assistant Coordinator. The Chairperson should ask that the slate be approved

by acclamation by attendees at the Regional Fall Focus. No nominations should be accepted from the floor.

- (h). Following the announcement and affirmation of the slate of officers, the chairman should thank the members of the Leadership Selection Committee and disband the committee.

## **5. Affirmation of PWOC-USA Executive Board Officers**

The slate of proposed regional board officers shall be affirmed by majority vote of those present at the designated general business meeting at the Regional Fall-Focus.