



## **Staff Selection Process**

Staff selection is something the Board takes very seriously. Our intention is to build a staff that will serve the missionaries as they explore their wounds, and get more clarity about what God's mission is for their lives. We ask that each staff woman bring her servant heart, to bring her "basin and towel," to serve the missionaries.

The ministry is growing. With this growth staff placements will look different than in years past. Staff placement is intentionally done for the larger picture of the weekend and the ministry. As seasoned staff, you can expect to have different assignments than you have had on previous weekends. You may be asked to do something that you have not done before, or have not done for a while. Seasoned staff may be asked to mentor newer staff. In addition, it is important to remember that while some roles are more visible than others, they are all important. The measure of each role's worth is not in its visibility but whether it is done with an open and loving heart. Each staff person is vitally important to the success of the weekend. Success is measured by the work the Holy Spirit does in each missionary.

It is the Board's intention to give all women who apply the opportunity to staff a weekend. However, there may be space limitations or other considerations that require the Board to select some staff from the whole group application pool. Because we have so many experienced women, it is possible that you may not be selected to staff on a given weekend. This does not mean that you are not a wanted or vital part of the ministry. We needed all of you to maintain and grow this ministry.

The following is the process used to make to select staff:

1. Determine the number of missionaries who will attend the weekend.
2. Determine the number of women needed to fill essential roles based on the number of missionaries (i.e., number of spirit circles, anger stations, wise women, logistical needs, culinary team).
3. Place women in roles based on their skills and experience, considering women from out of state, and the balance of new and seasoned staff for mentoring purposes.



## **Weekend Staff Roles**

The following are the major roles assigned on each weekend with a brief description. Each staff member will be assigned at least one the following roles.

1. **Co-Leaders:** These women are responsible for all aspects of the weekend, including, but not limited to facilities, food, logistics, staff and missionaries. Co-leaders oversee training and supervision of staff, lead protocols, attend to any issues brought by staff or missionaries, and maintain the spiritual integrity and safety of the Weekend.
2. **Spirit Circle Facilitators:** Spirit Circles are where a substantial amount of healing can take place. There are typically two women facilitating each spirit circle. Facilitators may be paired so that a more seasoned staff member can mentor a newer staff member. Essential tasks are: creating a safe container within which each missionary can go to her wounds and receive healing; prayerfully connecting with each missionary throughout the weekend; leading the missionaries through small group exercises; modeling exercises as needed; praying for the missionaries; and being mindful of missionary's needs and communicating with the Co-Leaders any issues that make come up.
3. **Prayer Team:** The prayer team members are the spiritual warriors of the weekend. The prayer team is made up of first time and seasoned staff members. The prayer team leaders are responsible for the spiritual safe container of the weekend. The prayer team's essential task is to pray for the missionaries and staff. They do this by praying over the prayer cards, praying during the protocols, at meal times and staff meetings, and by doing work within the team. The Prayer team leaders also coordinate with the at-home prayer team.
4. **Culinary Team:** The culinary team members are vital to the overall well being of staff and missionaries. The culinary team makes and serves over 500 meals each weekend. Essential tasks are planning, shopping, preparing and serving food for missionaries and staff.
5. **Logistics Team:** The logistic team ensures that the overall weekend runs smoothly.  
Essential tasks are: storing, purchasing and transporting WWWC supplies; providing logistical assistance to the staff for each protocol; and leading staff in the coordination of set up and take down of the rooms throughout the weekend. The logistics team also acts as Hall Monitors. Hall monitors hold safe space for the missionaries while staff are preparing for the next protocol.
6. **Music/Drum Team Coordinator:** Music during the weekend is very important to the overall missionary experience. The music coordinator is responsible for coordinating the music for the weekend, maintaining the AV system, and training and overseeing the drum team.



7. Drum Team: Along with music, drumming is an important environmental tool used throughout the weekend. Essential tasks are: providing drumming before and during protocols.

8. Health Coordinator: The health coordinator, typically a woman with medical training, is an essential role for protecting the physical safety of missionaries and staff throughout the weekend. She reviews missionary's health forms and contacts missionaries prior to the weekend. On the weekend she is available as a resource, and manages the medical needs of missionaries and staff during protocols.

9. Wise Women: The wise women carry the wisdom of the ministry. They are seen all weekend providing wise counsel during Check-in, the Saturday Evening Celebration, and the Wise Woman Journey.

10. Nurturing Wise Women: These are wise women assigned to assist staff over the course of the weekend, including counseling and re-grounding after testimonials or modeling exercises.

In addition staff will be assigned roles during Check-in, the Anger protocol and the Saturday Night Celebration. These roles will be explained in more detail throughout the weekend.

During each protocol there will be roles for some staff to model exercises. In addition staff will be giving testimonials for each protocol, as well testimonials around spirit circles and mission statements.