Course of Action (COA) Development
for PWOC Executive Board Selection

Garrison Chaplain Office Vision Statement (GARCHO VS):
Leadership Development and Family Care by equipping and encouraging individuals to attend, study, serve and lead according to the beliefs and practices of their religion

• **Suitability**. This candidate would support the GARCHO VS and comply with the Garrison Chaplain's guidance understanding that the Garrison Chaplain may modify his/her guidance at any time. This candidate would record and coordinate any new guidance and reevaluate each PWOC ministry to ensure the rest of the PWOC Board complies with the change.
*In other words, "this candidate would be the **best fit to ensure the GARCHO VS**"*

• **Completeness**. This candidate's packet, interview, references and opinions of the Selection Committee agree: they would support all aspects of the GARCHO VS.
*In other words, "**all indications agree** they would support the GARCHO VS"*

• **Feasibility**. This candidate has the time and resources to support the GARCHO VS

• **Acceptability**. This candidate would gain advantages for PWOC and our community that would justify the cost in resources, especially risks to the GARCHO VS.
*In other words, "this candidate would be **worth the challenges that accompany them**"*

• **Distinguishability**. This candidate has significant differences from other candidates. For example: working through other volunteers or other groups as appropriate, other structures, or additional strategies. (this criteria is largely subjective)
*In other words, "**specific key differences** set this candidate apart from the others"*

Process/timeline:
1) Each member of the Selection Committee will privately read all candidates packets
2) The entire Selection Committee will interview the candidates individually
3) The Committee will compare, discuss and pray over the qualifications of all
4) For suitability, completeness and feasibility, each member of the Committee will then privately give a weighted score of "3" (superior), "2" (excellent) or "1" (good) in. For acceptability and distinguishability, members will score each candidate as "1" (for "yes") or "0" (for "no").
5) The head of the Committee will bring all candidates' scores and recommendations of the Committee to the Garrison Chaplain for his/her final approval
6) The Garrison Chaplain may give greater weight to one criteria (suitability, feasibility or acceptability) that they believe is most significant to supporting the GARCHO VS.
7) The Garrison Chaplain will announce final approvals to the current Executive Board

Private score sheet for Selection Committee members

Candidates for President:

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

Candidates for Spiritual Life

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

Candidates for Programs

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

Candidates for Financial Liaison

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

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Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

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Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

Candidates for Administration

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___

_____

Suitable _ Complete _ Feasible _ Distinguishable _ Acceptable _   Total Score: ___