

Tonya's Culture Brochure

Who are you?

I'm a Deborah who is strong enough and feminine enough to impact the ONEflight culture. I convey Father's love and purpose in a way that engages hearts — both staff and clients.

Why are you here?

As Father's daughter I bring what people see as positive energy and a joy that lightens the atmosphere with the presence of the Lord and creates a sense of team. Father has given me Kingdom purpose in the context of Reformation that represents a higher calling for ONEflight and the staff. That shared purpose births a sense of Ecclesia — we're on the same page with Father. I am here to release what Father can add to ONEflight and to mentor others into how much fun it is!

Where are you going?

My offer (my ministry) for ONEflight is to get the corporate purpose on paper in a way that is prophetically correct and reflects the hearts of the leadership team.

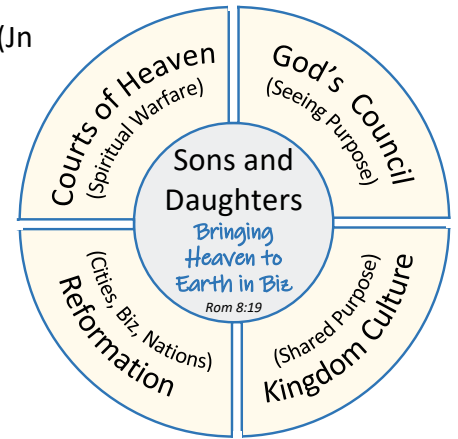
I'm closing the gap between the prior secular vision to "make money" and the exciting kingdom purpose in Father's heart for ONEflight.

- We're establishing a culture that connects individuals hearts with their purpose and has synergism with the corporate purpose.
 - Freeing people to be themselves "and" to be productive; to feel "seen" for their exploits, excellence, and their greater works.
 - We have released innovation, creativity, and industry in the Staff by connecting them with their hearts and the purpose in Father's heart.
 - For the sake of the company and the Kingdom (work becomes worship instead of performance and people are having fun bearing fruit).
 - The team has moved for a driven, sterile, materialistic, dead atmosphere to a culture of respect, love, and fun!
(because of my hospitality gift, and because it's part of the shift to Reformation).
- We're using simple purpose profiles (formally or informally) to get purpose in writing for the company and the staff. We're communicating the desires and talents Father has put in hearts in a way that honors people;
 - how they are wired/created;
 - where they fit;
 - how they can excel.

Tonya's Roadmap to Sonship: From Identity to Culture

The lifestyle of a son or daughter ascending and descending from the council (Jn 1:51) naturally cultivates a prophetic ability to verbalize Father's heart and to see people's hearts. It's a well of blessing and encouragement for me and those I connect with. It's also a practical source of business guidance and direction to *keep in step with Father*.

Like my Purpose Profile and Aspirations, I (& Father) will periodically update this to keep it current.



The paradox is: the sooner we get out of our own head, ascend to the Council, have conversations around that table, and get to know the hearts of Father, Jesus, and the 7 Spirits, the sooner we will meet our true self and learn our real purpose.

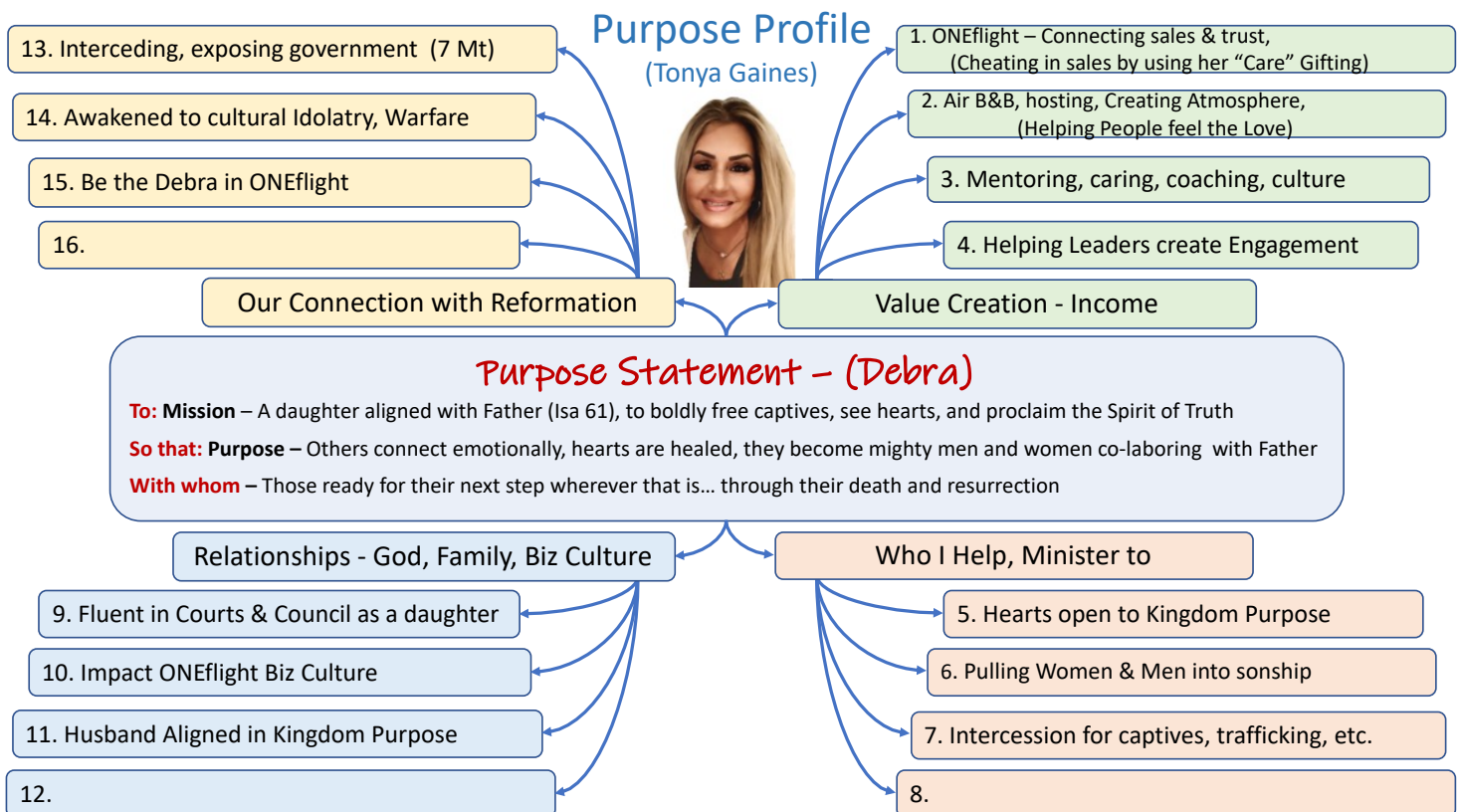
What Sons Bring Back to Business From 9 Conversations in the Council

<u>God's Council</u>	<u>Transformations from Conversations</u>	<u>God's Answers</u>
<i>Father</i> (I AM Yahweh)	→ Identity – The sense of being Chosen, having access to Father	<div style="border: 1px solid blue; padding: 5px; display: inline-block;">Who Am I?</div>
<i>Jesus</i> (I AM Your Redeemer)	→ Story – Redeeming my past and leveraging it for the future	
<i>Holy Spirit</i> (I AM Bread, Truth)	→ Purpose – Knowing my role, Father's brand, values, priorities	
<i>Wisdom</i> (I AM the Light)	→ Strategy – I have a plan that implements our mission and vision	<div style="border: 1px solid blue; padding: 5px; display: inline-block;">Why AM I Here?</div>
<i>Understanding</i> (I AM the Door)	→ Tactics – I have a tactical advantage, Co-laboring with Father	
<i>Counsel</i> (I AM Good Shepherd)	→ Heritage – I know what Father has given me to own, develop	
<i>Might</i> (I AM Resurrection Life)	→ Courage – It's natural for me to be heroic, an overcomer	<div style="border: 1px solid blue; padding: 5px; display: inline-block;">Where Am I Going?</div>
<i>Knowledge</i> (I AM the Way)	→ Clarity – I can clearly articulate where I'm going and why	
<i>Fear of the Lord</i> (I AM I the Vine)	→ Culture – I see what people carry, Ecclesia in Biz = shared purpose	

7 Spirit Profile - From Strongholds to Sonship

From Demolishing Strongholds

9 Conversations Via God's Council of Sons (Faith from Hearing in the Council Rom 10:17)	Nine Topics	Old Pretensions Based on Perceived Lack (Fortress/Stronghold of 2Cor 10:4-5)	9 New Truths From Yahweh, Jesus, 7 Spirits (Chosen, Placed Sons Jn 15:16)	Seven Compelling Reasons
Yahweh continually guides and provides Mercies & Manna new every morning	Identity	I am overlooked, confused, unheard, failing, self-reliant	I am a Debra, whom God has chosen to empower (Eph 3:20)	Fun (Chosen)
Jesus keeps revealing, redeeming divine preparation in my history	Story	You won't find partnership, who sees the Debra identity	I am giving you "tribe" People who see Debra, Encourage	Fun (My Story)
Holy Spirit is speaking living words Prophetic decrees with power	Purpose	Failure, I don't know my part. Rely on self, skills; Presume.	I've called you out to change culture, stand in the Gap, Be Debra	Fun (Purpose)
Wisdom shines a light a new ways A pattern of creative ideas	Strategy	So much religious baggage, not a great example.	Freedom from Spirit of Religion. I'm showing up as myself.	FLOW (Creativity)
Understanding Opens doors Father has gone before me	Tactics	I'm a servant, employee only. Not expecting impact.	Debra's make a difference. I bring Creativity, Words & Works	FAT - Father Adds Things
Counsel is shepherding me a much larger context; bigger than me (Kingdom)	Heritage	I push my ideas aside (just me) don't focus, brush them off	Father is Pouring out His Spirit through His Daughter, a Debra	Following (the Lamb)
Might is giving hope for resurrection I am a son, destined to be an overcomer	Courage	Fear of failure, lost in chaos, Fear of getting lost in machinery	Have seen Father working through me; excellence, brilliance	Greater Works
Knowledge puts the path in a story I can explain; it makes sense	Clarity	Can't get it in words, stalled. Standing on "self"	Prophetically articulate Seeing Father's works, Fruit	Reformation of Nations
Fear of the Lord is showing what people carry, how to honor them, Ecclesia	Culture	I feel the friction, performance, "diffusing" People, gossiping	I can articulate & affirm prophetic purpose in people (Encourage)	Love (Fathering)



Who Am I? Why Am I Here?

#1). **Tonya's Identity:** Sons feeling chosen by Yahweh (Father)

Tonya is a Deborah whom God has chosen to empower beyond her own capacity (Eph 3:20). She is already seeing fruit from Heaven at ONEflight, and her growing fluency in the Courts and Council is overflowing to help others have the same experience. She carries the Isaiah 61 anointing — setting captives free, healing wounded people, binding up the brokenhearted — and she is receiving the Hebrews 12:28 Kingdom at ONEflight that cannot be shaken. In the spirit of Florence Nightingale, she brings healing to wounded warriors.

What makes Tonya unmistakable is how many gifts she carries at once. She connects with souls and genuinely cares about people — and that care translates directly into connecting souls with sales and bringing leaders forward. She is a helper who makes it easier for leaders to lead, and a seer who perceives who a person truly is, the unique gifts they carry, and the treasure buried within. She is an adventurer who goes where others don't dare, and a challenger who sees what others miss and has the gift to voice it. She leads from behind the scenes — a silent leader whose influence shapes the room without demanding the spotlight. She is a solutionary and an overcomer, a warrior who fights for God's purposes and contends for the Kingdom. Like Deborah and Lydia, she is a leader of leaders, and like a gracious host, she gives refuge, safety, and restoration to other warriors who need a place to land. Resistance does not get the last word with Tonya. She fights past it, contending for what she sees in other people's hearts.

#2). **Tonya's Story:** Giving Identity a Redemptive Voice (Jesus)

Jesus healed Tonya's identity, and that healing is the foundation of her authority. She knows what it is to carry strength in a world that tried to name it something else. She grew up the active, gregarious twin — the one who challenged things, asked questions, got into trouble for it. The messaging came early and from every direction: from her mother, her ex-husband, boyfriends, and church. "Be submissive. Serve. Stay small." Religion and culture pushed her down because she was a woman, and the pressure to stay under a man's thumb and fit the mold of quiet servanthood was relentless.

But Father had a different story to tell. The season with Tricia, the years of marriage, the long stretch of fitting into someone else's idea of who she should be — all of it became the raw material for a redemption story that Tonya now carries with authority. She is comfortable in her strength. She is anointed to speak and to lead from a place of authentic courage in carrying Father's purpose. There is a tribe now who see the Deborah in her clearly — and it is more than OK to be strong.

#3). **Tonya's Purpose:** The Why Behind the Story (Holy Spirit)

Father is inviting Tonya to ride the wave of this movement — pulling others into their sonship, their exploits. The call is direct: change culture, stand in the gap, set captives free, and be the Deborah who defeats enemies. She is here to lead people, open eyes and hearts that have been closed, heal the brokenhearted, and set captives free.

What Tonya creates wherever she goes are environments of safety, peace, love, community, success, and empowerment — places where people feel truly valued, seen, and cared for. She is ushering in a different kind of kingdom, and she knows it will require endurance. Like David who had to wait for Saul's reign to end, there will be seasons of perseverance until the current kingdom gives way. But the kingdom she is establishing at ONEflight is one where people are treated like sons and daughters, not slaves — where they are seen for who they are, their unique gifts recognized and honored. She is here to reform the way people are treated in business: not as robots or machines, not as transactions or revenue lines.

Tonya is also a template for other women to inherit their anointing — a sisterhood rooted in heart connection and prophetic flow. She speaks prophetically into women's lives, and when doors are open into men's lives as well, where the impact is often even greater.

What's Tonya's Contribution?



#4). **Tonya's Strategy:** I AM the Light; Translating Purpose into Action Plans (Spirit of Wisdom)

Freedom from the Spirit of Religion. I'm showing up as myself.

The strategy is both personal and positional: Tonya is showing up as herself, free from the spirit of religion that once demanded performance in place of presence. That freedom is the foundation of everything she builds.

Practically, she is patiently enduring and persevering until the current kingdom comes to an end — respecting and honoring the current leadership, creating trust, respect, and honor across the entire ONEflight system, from flight ops to concierge. She knows who she is, what she has to offer, and what she brings to the table — and she is putting it in writing so it can be carried forward. The destination is clear: ONEflight leading the pack in private aviation, not merely by outperforming competitors, but by being a culture that carries something no competitor can manufacture.

#5). **Tonya's Tactics:** I AM the Door; Tactical Advantage of Co-Laboring (Spirit of Understanding)

Deborahs make a difference. I bring Creativity, Words & Works.

Tonya brings creativity, words, and works — and the first tactical move is making her calling clear. From that place of clarity she creatively seeks God for how to bring in sales, letting Heaven's intelligence inform strategy rather than defaulting to conventional industry playbooks.

The real tactical advantage is in the people. Tonya builds sons and daughters who are genuinely engaged — not managing performance but fathering purpose. People flourish under this new kingdom, and a flourishing team produces results that speak for themselves.

#6). **Tonya's Heritage:** I AM the Good Shepherd (Spirit of Counsel)

Father is pouring out His Spirit through His daughter, a Deborah.

The scope of what Father is doing through Tonya is larger than one company. Other businesses will look to ONEflight as a model. People will see what is happening inside and ask, "Why are you different?" — and the answer will be a witness to the world of God's power and love. People will want to be part of it.

The culture Tonya is building will be marked by its distinctives: no more purely transactional relationships, a waiting list of people who want in, and an atmosphere of celebration and joy that is contagious and unmistakable. This is bigger than ONEflight. It always was.

Where's Tonya's Path, Tribe, Legacy?



#7). **Tonya's Courage:** I am the Resurrection and the Life (Spirit of Might)

Have seen Father working through me — excellence, brilliance.

Tonya has seen Father work through her with excellence and brilliance — and she has also experienced real loss. But resurrection is her inheritance. What was taken will be restored. What was lost will be returned. Multiplication is God's math, and it applies here.

Father is building an army at ONEflight — people loyal to the new kingdom, not the old one. The courage it takes to believe that while still navigating the transition is the same courage Tonya has carried her whole life. It doesn't surprise her. She was built for exactly this.

#8). **Tonya's Clarity:** I AM the Way; Seeing Through Complexity (Spirit of Knowledge)

Prophetically articulate. Seeing Father's works and fruit.

Tonya is prophetically articulate — she sees Father's works and can name the fruit. Great exploits flow from hearing Living Words and bringing them to earth, and Tonya has developed the capacity to do exactly that: she hears, she translates, she acts. The discipline is knowing her role and staying in her lane — not carrying what belongs to someone else, and not shrinking from what is hers. Clarity about purpose is the compass that keeps everything else aligned.

#9). **Tonya's Culture:** Connecting Branches to the Vine, I Am the Vine (Fear of the Lord)

I can articulate & affirm prophetic purpose in people.

The culture Tonya builds is one where branches stay connected to the Vine — and that connection is something she can articulate and affirm prophetically in the people around her. She is an encourager by design, able to see what Father is doing in someone and speak it into existence for them.

The result is a team that works together as a unit: people who flourish, who feel God's presence, who experience genuine joy and celebration and cheer each other on without reservation. This is Ecclesia@Work. This is what ONEflight is becoming.

- **Core Mandate** — “Reform it. Don't run from it — reform it.”
- **Kingdom Foundation** — The Kingdom of Heaven is the story.
Sons and daughters bring the Kingdom of Heaven to the earth.

[ONEflight Culture Plan](#)

<p>Identity -- Sonship, Ascension, and Reformation Culture</p> <p>Leveraging ONEflight Culture to display the Sons and Daughters all creation has been waiting for (Rom 8:19) (Inviting Staff into Synergism: Our mission and their Sonship: Identity, Story, Purpose and Greater Works)</p>	
<p>Problem worth solving</p> <p>People are stuck in servant mindset, disconnected from Father's purpose in a transactional mindset</p> <p>Staff disengagement (70% worldwide) because work lacks higher purpose and personal meaning.</p>	<p>Our solution</p> <p>9-Step progression that invites people into sonship, connects them with Father's purpose written in their hearts, and releases their creativity and initiative in co-laboring. We experience the Council, not just tell them.</p>
<p>Target Market</p> <p>ONEflight staff departments — flight ops, concierge, client relations, and leadership — who sense there is more to work than transactions & performance metrics.</p> <p>Early adopters (15-20% of staff) who catch the vision and make culture contagious.</p> <p>People Holy Spirit has prepared, not those we've "sold."</p>	<p>What gets in the way</p> <p>The prior “make money” culture at ONEflight — a performance-driven, sterile atmosphere that treated staff as servants rather than sons with a calling.</p> <p>Human potential frameworks focused on <i>self</i>-discipline/ accountability instead of Living Words and co-laboring.</p> <p>Incentivizing transactions over relationships & Team.</p>
<p>Culture Channels (How we get results)</p> <ul style="list-style-type: none"> ➤ Prophetic Biz Purpose Brochure engages, inspires ➤ 1-on-1 Purpose Profiles (connect hearts to purpose) ➤ Leadership team 1-on-1's to hear dreams and desires ➤ Group coaching sessions (Courts, Council training) ➤ In-house middle managers multiplying the culture ➤ Using 40 hours/week on the job to disciple sonship 	<p>Culture Activities (see Business Culture Field Guide)</p> <ul style="list-style-type: none"> ➤ Create Purpose Profiles (Step 1: Become Yourself) ➤ Capture and share compelling stories (Step 2: Story) ➤ Taste and See future aspirations, next Steps (3) ➤ Courts of Heaven: Trade accusations for decrees (4) ➤ Prophetic tag lines & marketing brochures (6-7) ➤ Ecclesia@Work – Shared purpose, Team, Love (8-9)
<p>Metrics of Success in Staff Culture</p> <ul style="list-style-type: none"> ➤ # of Purpose Profiles (sons connected to purpose) ➤ # of Compelling Stories captured on video ➤ Engagement & enthusiasm (wholehearted work) ➤ Creativity, Innovation, Initiative (clients' progress) 	<p>Investment Required (to See Hearts)</p> <ul style="list-style-type: none"> ➤ Time: 40 hours/wk discipleship at work for sons ➤ Leadership 1-on-1's with staff (listen & honor) ➤ Heart posture: Putting Kingdom first (Mt 6:33) ➤ Clarity – Kingdom Purpose in Writing (Deliverables)
<p>Biz Culture Milestones</p> <ul style="list-style-type: none"> ➤ Build Ecclesia around shared Kingdom purpose (tribe/community, not hierarchy) ➤ See staff engaged in their own purpose, working on their dream too (not just ours) ➤ 5-20% early adopters make culture contagious for remaining staff, self-propagating tipping point ➤ Experience an engaged Staff adding their Creativity, Initiative, Innovation, Enthusiasm & Faith. ➤ Experience Father adding "all these things" (Mt 6:33) - cash flow follows Kingdom purpose ➤ Outsiders can see the difference Kingdom makes (Reformation visible in business mountain) 	
<p>Team & roles</p> <ul style="list-style-type: none"> ➤ Leaders who father purpose (not control sheep) ➤ Managers: Honor staff dreams in periodic 1-on-1's ➤ Early Adopters: Calebs who inspire the rest 	<p>Partners & resources</p> <ul style="list-style-type: none"> ➤ Kingdom business Culture Field Guide resources: ➤ Coaching via clearly defined progression, deliverables ➤ Shared stories of tangible results, Tonya's examples