

Team Selection

by John Creger

When team selection is underway, you may be wondering how members of the Emmaus Community are selected to be on a team. Whether you are new to the Emmaus community and interested in teaming or a teaming "veteran", this article addresses the process of the Team Selection Committee during team selection.

Who selects the Lay Director and Spiritual Director?

The weekend Lay Directors are chosen by the Board of Directors based on their spiritual and technical readiness for the role of forming a team and their ability to act as a public leader of the weekend. The Lay Director serves in the employ of the Board and is responsible to the Board for the conduct of the weekend. The weekend Spiritual Directors are chosen by the Board of Directors with recommendations from the community Spiritual Director based on leadership experience in Emmaus and theological qualification in their local church denomination.

Who selects the team?

The Lay Director and Spiritual Director do not select a team for the weekend. A Team Selection Committee selects the team. The NRV Board of Directors appoints the Team Selection Committee. The Team Selection Committee consists of a board member responsible for team selection (the committee chairperson), the community Spiritual Director, and three or four other members of the Emmaus community who have a broad awareness of the Emmaus Community membership and a solid understanding of team needs. The Team Selection Committee offers three important advantages over having the weekend Lay Director and Spiritual Director select their own team. First, the Team Selection Committee provides a broader awareness of prospective team members and their gifts. Secondly, the Team Selection Committee provides continuity in the selection process from Walk to Walk, whereas a single Lay Director only has in mind the goal of forming one team for one event. Finally, the Team Selection Committee can make sure the selection process is being guided by team selection guidelines established by the Board.

How is the team selected?

The team selection process begins with prayer. The Team Selection Committee meets with the weekend Lay Directors and Spiritual Directors about 4 months before a Walk to discuss, pray about, and select members for the team. The Lay and Spiritual Directors may come to the meeting prepared to make recommendations to the committee or they may rely on the committee entirely to suggest team members. The team selection process is based on prayer and spiritual discernment, not on personal preferences or need for recognition. For each position on a team, a person is named with one to two more names given as backup.

Who is considered for a team?

When considering a person for a team, the Team Selection Committee looks at many things, including humble servanthood, background experience, participation in group reunion, attendance at gatherings, etc. Additionally, team assignments are based on progressive servanthood. The purpose of an established progression of team responsibilities is twofold: leadership training and spiritual development. A person's readiness to effectively carry out his or her particular team assignment is often dependent upon, and always enhanced by, prior experience in another position. In general, the progression of responsibilities looks like this: support/background roles (kitchen, agape, worship, etc.), Assistant Table Leader, Table Leader (and speaker), Assistant Lay Director, Lay Director. In addition to preparing persons for Emmaus leadership, progressive team assignments school persons in the posture

and practice of humble servanthood, the heart of true Christian leadership. That is why community members' support for Emmaus Weekends does not begin with recognized positions of team leadership, but with anonymous positions of servanthood such as working in the kitchen, praying in the chapel, sorting letters in the agape room, and cleaning bathrooms. This kind of sacrifice and servanthood is the heart of Emmaus and is where the development of Christian leadership begins.

What is the 1/3 rule?

The Team Selection Committee strives to staff each team with approximately one-third new conference room members, one-third second or third time team members, and one-third team veterans. This guideline helps the community avoid using the same *old hands* on team after team, and expands the leadership base of the community. Each Walk becomes an opportunity to incorporate new persons into teams and to gradually move those with some experience into leadership positions. Some experienced team members may have to *sit out* for a Walk to allow inexperienced or less experienced team members an opportunity to serve.

What else do I need to know about serving on a team?

Serving on an Emmaus team is a big commitment. In addition to the 72-hour sequestered weekend, Emmaus teams meet for at least 6 weeks prior to an Emmaus weekend (often on Saturdays). Team members are expected to attend all team meetings (any conflicts with team meetings should be discussed with the weekend Lay Director prior to accepting a position on the team). Team members are also asked to pay their own expenses during the weekend (currently \$70 in the NRV).