

Team Selection Policies
Hi Sky Emmaus - 2006

1. The team selection process should assure: 1) the choice of a strong and balanced team after prayer and reflection on the gifts, experience, and needs of community members; 2) broad involvement by the Emmaus community on teams; 3) cultivation of new leadership for future Walks and the community; and 4) attention to what people need to grow in grace and authentic servanthood.
2. The Team Selection Committee selects all team members (with the exception of Lay Director and Spiritual Team) with recommendations of the Lay Director and Spiritual Director taken into consideration.
 - The Team Selection Committee provides a broader awareness of prospective team members and their gifts.
 - The Team Selection Committee provides continuity in the selection process striving to involve as many willing and able members of the community as possible being intentional about developing new Emmaus leaders.
 - Team Selection Committee, together with the Lay Director, is responsible for adhering to the Team Selection Guidelines as set forth by the Board.
3. Chair(s) of the Team Selection Committee contacts the Lay Director no less than four months prior to the Walk date to schedule Team Selection. The Team Selection Committee then begins to commit this Team Selection to prayer.
4. The Chair(s) is responsible to schedule with the Committee and distribute Database list(s) and Team Selection form(s).
5. At the Team Selection meeting the weekend Lay Director and Spiritual Director may make recommendations to the committee, but it should be remembered that the selection process is based on prayer and spiritual discernment, not on personal preferences.
6. In the event the Lay Director exhausts the list of Alternates given at the Team Selection meeting, they should contact the Team Chair(s) for additional names.
7. At the Team Selection Committee meeting, the Community Spiritual Director works closely with the Spiritual Director in selecting clergy for the teams.
8. The purpose of an established progression of responsibilities is for leadership and training. The progression of responsibilities starts with support roles (Servant's Team, where possible) and then moves to the conference room. Entry positions for the Conference Room Team are either Assistant Table Leader or Table Leader. (Either position may give a talk.) Experience in both these roles is desired before progressing to the Assistant Lay Director role.

9. The Team Selection Committee should strive for a sound balance of theological orientations and religious styles on teams. See Team Selection Guidelines as set forth by the Board.
10. The Team Selection Committee chooses first from among persons who actively support the Emmaus Movement and who practice the Emmaus method.
 - a. Teams should represent those who seek to live a life of piety, study, and action; who know the value of a support group for living in grace as an accountable disciple; and who are active church members.
 - b. The committee should also honor participation in Reunion Groups and Gatherings as a sign of a person's commitment to the Emmaus method for Christian Living.
 - c. While ideally all team members would be active in a Reunion Group, the Lay Director and Fourth-Day speaker must be active in an accountability group, or their witness is false.

The committee should honor these standards without being narrowly legalistic. Above all, the committee should discern individual gifts for team membership and overall commitment to the aims of Emmaus.

11. The Team Selection Committee will strive to staff each team with approximately one-third new conference room team members, one-third second- or third-time team members, and one-third veterans.
12. The role of Music Leader requires sufficient team experience to know the place of music in the weekend and to have served as an Assistant Music Leader on a previous team.
13. The purpose of the Servant's Team is to represent the anonymous servanthood of the entire community's gifts of prayer, food, agape, and attendance in the weekend events. The roles of Logistics Coordinator, Food Agape Coordinator, and Gift Agape Coordinator require sufficient team experience to know what is required to complete these assignments and pass on knowledge and experience to novices in these role.
14. While at least one of the three Assistant Lay Director positions should be experienced and confident in this role, at least one should be new to the job. This trains new Assistant Lay Directors for future teams.