

5.2.20 Team Selection

(Also see pages 21-23 in the Emmaus Handbook)

5.2.20.1 Mission

The mission of the selection team should be:

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.
4. Attention to what people need to grow in grace and authentic servanthood.

5.2.20.2 Membership

The committee for team selection should consist of the Emmaus board member who is responsible for team selection (must be a voting member of the board) and this person serves as committee chair, the Community Spiritual Director, and 3 or 4 other members of the Emmaus Community (nonboard members) who have a broad awareness of the Emmaus community membership and a solid understanding of the team needs. The weekend Lay Director is also to attend, as well as the Community Lay Director and the Vice-Chair of the Board.

5.2.20.3 Task Areas & Descriptions

The Team Selection Committee selects all team members, which does not include the support team or Spiritual Team, the Walk Lay Director and Spiritual Director but it does make all the talk assignments.

Guidelines for the process of selection:

1. Board of Directors selects the Lay and Spiritual Directors for Emmaus weekends.
2. Board of Directors Chair contacts the recommended Lay Director and Spiritual Director to make sure of their willingness to accept these assignments.
3. Board chair notifies the Team Selection Committee chair of their acceptance.
4. Chair of the Team Selection committee and the Lay Directors for the three-day events set a date to meet, a date no later than 4 months before the date of the walk.
5. The chair of the Team Selection Committee notifies committee members of the time and place of the meeting. The Team Selection Committee begins praying for guidance in the team selection process.
6. The chair of the Team Selection Committee mails the newly selected Lay Directors a packet of pertinent materials: The Walk to Emmaus Lay Director's Manual, Assistant Lay Director's checklists, talk outlines, a sample "welcome to the team" letter with meeting dates, and other team meeting notes.

7. The Lay and Spiritual Directors may come to the meeting prepared to make recommendations to the committee, or they may rely solely on the committee to suggest team members. It is important to emphasize, however, that the selection process is based on prayer and spiritual discernment, not on personal preferences or need for recognition. For each position on a team, the committee names a person with one or two more names as backup.
8. At the Team Selection Committee meeting, the men's team is selected first and then the women's. Names of potential team members are taken from community membership records indicating persons' progressive team experience and from other lists indicating persons' support of Emmaus: prayer vigil charts, kitchen charts, snack agape charts, set-up and clean-up charts, and especially participant rosters for Emmaus training programs. Names of potential team members also may be submitted to the team selection committee throughout the year. In addition to having pilgrims fill out volunteer sheets at the end of a Walk, Table Leaders may present names of pilgrims at their tables that they feel would be good team members in the future.
9. At the team selection committee meeting, the community spiritual director works closely with the weekend spiritual directors in selecting clergy for the teams.
10. After the board approves the Team Selection committee list, the Weekend Lay and Spiritual Directors begin calling their prospective team members. If several lay prospects and their backups cannot serve, then the Lay Director should contact the designated Team Selection Committee member to discuss additional names. If clergy prospects cannot serve, then the Weekend Spiritual Director should contact the Community Spiritual Director about additional clergy possibilities.
11. When the team has been confirmed, the Lay Director sends the team roster to the Team Selection Chairperson and to the newsletter editor for publication.