



Team Selection



Goals of Team Selection

We join in the work of the Holy Spirit for Discernment in:

- Producing a strong and balanced team
- Representing the entire community
- Cultivating new leadership
- Encouraging authentic servanthood





Team Selection Committee

The Team Selection Committee process outlined in the [Emmaus Ministries Community Manual](#), provides several advantages:

- A wider awareness of community abilities
- Continuity from one event to the next
- Allows all teams to follow Board guidelines
- Develops leadership abilities of many individuals in a system of progressive servanthood





Team Selection Committee

Composition of the Committee:

- Chair of the Team Selection Committee (board member)
- Community Spiritual Director
- The event leaders
(Weekend Spiritual and Lay Directors, or Team Leader, Peer Leader, and Spiritual Leader in JTT.)

- 3 to 4 members of Community at large

- Appointed by the TSC Chair
- Approved by the Board
- We recommend including at least 2 members of the Community in the age group of that ministry.

(For example, if you are selecting a team for Face to Face, include at least two Community members who are 60 or older. For Chrysalis include two people 15 to 18 years old, etc.)





Best Practices

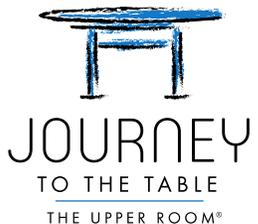
- Limiting the number of team members from a specific church or geographic area
- First naming the recommendations to position/talk then going back and prioritizing the order to call them
- Communicate early with the weekend leaders so they understand they how the team selection process will proceed

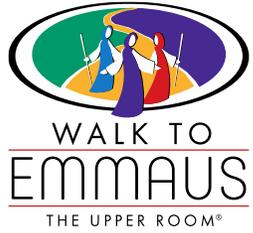




Review the Team Positions for the Event

- Each ministry has its own team structure, titles, and requirements
- Review these specifics in the Emmaus Ministries Community Manual before beginning the team selection process
- The Team Selection Committee is tasked with understanding and implementing these specifics for each ministry in the Community





Overall Team Guidelines

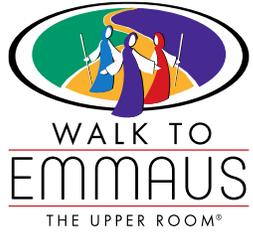
- Each team should have one-third of its members be serving on a team for the first time, one-third in the middle, and one-third with extensive team experience
- At least half of your team should be in the age group of the ministry

For example, if you are selecting a team for Face to Face, team members who are 60 or older. For JTT, 18 to 35 years-old, etc.

- Consider the specific gifts of each person in their role on the team, but do not confine anyone to serving only in one area

For example, a person who has musical gifts may be an excellent choice for a music leader, but should also have opportunities to serve in other areas of the team.





Overall Team Guidelines

- As you consider positions of greater responsibility, look for candidates with more experience and understanding of the ministry
 - Refer to the Emmaus Ministries Community Manual for required experience in Walk to Emmaus and Face to Face
 - In all ministries, evaluate the experience of each person carefully. Assigning a person with limited leadership experience to a role with great responsibility may not be beneficial for the person or the team as a whole





Overall Team Guidelines

Consider the balance and diversity of the team as a whole

- Theological diversity
- Diversity of denominations and churches
- Geography of the Community
- Racial and ethnic diversity
- Age diversity
- Both male and female clergy on every team





Progressive Servanthood

- Several roles build experience for future roles

For example, assistants on the music team can learn first-hand about serving in the role of Music Director

- Walk to Emmaus and Face to Face prescribe certain progressions of team service. Be familiar with these progressions to ensure every team member selected has the necessary experience.

- You can find these progressions in the Emmaus Ministries Community Manual





Some Things to Consider

The Team Selection Committee discerns each person's experience

- Previous experience in Emmaus Ministries
- Understanding of the specific program for this team
- Ability to listen and empathize with participants
- Ability to facilitate discussions well
- Active participation in a church or faith community
- Active participation in a small group

This could be a Reunion Group, Next Steps group, Table Group, or other equivalent small group in their church or faith community





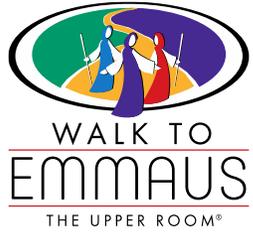
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Making Talk Selections

The Team Selection Committee assigns talks with discernment

- Avoid having the same person give the same talk
- Consider the person's specific experience with the topic of the talk
- Refer to the Emmaus Ministries for specific talk assignments or requirements

For example, Walk to Emmaus requires specific talks to be given by specific positions on the team. Chrysalis defines which talks should be given by youth. All ministries define specific talks to be given by clergy.





Assistant Lay Directors or Team Leaders

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