

Clergy Criteria for Emmaus and Chrysalis
(Approved on January 15, 2011)

(These updated criteria replace and supersede the section on clergy qualifications found on pages 29-31 of *The Upper Room Handbook on Emmaus* (2nd. edition), and on pages 63-66 of the *Upper Room Handbook on Chrysalis*).

Clergy persons are critical elements in The Walk to Emmaus and in Chrysalis. The two programs depend on the partnership between laity and clergy. This partnership is a model that can be used in churches to enhance the ministry of the church.

It is important to have a thorough understanding of the role of the clergy in Emmaus and Chrysalis. In addition, it is important to have clarity about what is expected of the clergy who serve Emmaus and Chrysalis. It is also important to have a good understanding of how men and women are recognized as clergy and those things that qualify them to be called clergy. Below you will find the qualifications for the various clergy positions in Emmaus and Chrysalis. All clergy persons seeking to serve as Spiritual Directors should have a completed Clergy Application Form on file with their local Board.

Community Spiritual Director

The ministry and mission of The Upper Room Walk to Emmaus and The Upper Room Chrysalis depend on the Community Spiritual Director for leadership and oversight of the spiritual life of the community. The Community Spiritual Director serves as the moral, ethical, and spiritual conscience of the Board, the community and the teams. The Community Spiritual Director assists the Board in the development and nurture of clergy leaders and also assists in selecting those to serve on Emmaus/Chrysalis/Journey teams. The Community Spiritual Director shall be recognized as a competent spiritual leader within his or her church or denomination and by other church leaders in the area. This person should also represent the best Emmaus/Chrysalis has to offer.

Only persons who meet ALL the following criteria can serve as the Community Spiritual Director. Those who:

- Are ordained Clergy, AND
- Have completed an undergraduate degree, AND
- Have a M.Div. from seminary accredited by the Association of Theological Schools (ATS, www.ats.edu), OR in place of M.Div. Seminary degree, have completed Advance Study Program at a graduate level approved by their Denomination/Church

In addition the following criteria must be met:

- Have a completed Clergy Application Form on file with their Board
- Being able to maintain theological balance and be sensitive to the variety of perspectives in this ecumenical_setting.

- Have showed commitment to the Upper Room Walk to Emmaus and Chrysalis models as stated in the Letters of Covenant.
- Have served as Weekend Spiritual Director.
- Being actively engaged in professional ministry (or retired while in good standing).
- Being able to be a role model of a servant leader in a team environment.
- Being able to guide and coordinate the full participation of other clergy.
- Being authorized to consecrate the elements of Holy Communion in Emmaus and Chrysalis settings.

Weekend Spiritual Director

The Weekend Spiritual Director (WSD) is the primary clergy leader of the Emmaus or Chrysalis weekend. The Weekend Spiritual Director, after receiving UR Clergy Training, is selected by the Board of Directors with the recommendation of the Emmaus or Chrysalis Community Spiritual Director. The WSD is responsible to the board as the spiritual leader of the Walk, Flight or Journey. As with the Lay Director, the weekend Spiritual Director must have sufficient experience, training, and ability for the job.

Only persons who meet the following criteria can serve in this category:

- Persons recognized as clergy by their Denomination/Church and who are serving in professional ministry (or retired while in good standing)
- Such persons must be authorized and able to consecrate Holy Communion elements in Emmaus/Chrysalis
- Must attend Upper Room Clergy Training
- Be invited to serve by the local Emmaus/Chrysalis Board

For UMC:

- United Methodist Licensed Local Pastors; who are current in their Course of Study or seminary; or who have completed their Course of Study Program or seminary, are serving under the appointment of the Bishop, and who are not ordained. These persons need to secure written authorization from the Bishop or District Superintendant to consecrate the elements of Holy Communion in Emmaus or Chrysalis settings. This letter of authorization must be on file with the local Community Spiritual Director, and the Emmaus/Chrysalis International Office prior to serving as the WSD. This letter must be renewed annually (or for each walk, journey or flight if the authorization is event specific).

In addition the following criteria must be met:

- Have a completed Clergy Application Form on file with their Board
- Being able to maintain theological balance and be sensitive to the variety of perspectives in this ecumenical setting.
- Being willing to serve on a team, working in concert and cooperation with the Weekend Lay Director, and abiding by The Upper Room model for Emmaus and

Chrysalis as presented in the most recent editions of the Handbooks, the Manuals, and the other official documents.

- Having served at least once for the entire three days as an Assistant Spiritual Director under the leadership of an experienced Weekend Spiritual Director.
- Have given a minimum of two of the five clergy talks other than the Emmaus Means of Grace talk or the Chrysalis God's Gifts to You talk.

Assistant Spiritual Directors

The Team Selection Committee and the Community Spiritual Director select prospective Assistant Spiritual Directors for the weekend. Assistant Spiritual Directors will assist the Weekend Spiritual Director in the clergy duties for the Emmaus/Chrysalis event.

Only persons who meet the following criteria can serve as Assistant Spiritual Directors. Those who are:

- Qualified to serve as Weekend Spiritual Director.

Or,

- Recognized as clergy by their Denomination/Church but who are not authorized to serve Holy Communion.

In the UMC:

- Full and Part-Time local Pastors, Student Local Pastors, Commissioned Probationary Elders and Deacons, and Associate Members, who are under appointment or subject to appointment, and who are current in their Basic Course of Study or approved ATS seminary, AND
- UMC ordained Deacons.

In addition the following criteria must be met:

- Have a completed Clergy Application Form on file with their Board
- Being able to maintain theological balance and be sensitive to the variety of perspectives in this ecumenical setting.
- Being willing to serve on a team, working in concert and cooperation with the weekend Lay Director, and abiding by The Upper Room model for Emmaus and Chrysalis as presented in the most recent editions of the Handbooks, the Manuals, and the other official documents.
- Being actively engaged in professional ministry (or retired in good standing from professional ministry).
- Be invited to serve by the local Emmaus/Chrysalis Board

Note: The United Methodist Church has the category of Certified Lay Ministers. These persons are laypersons and therefore are not eligible to serve in any clergy capacity in Emmaus or Chrysalis. This same standard applies to churches and other denominations with similar categories.

Additional considerations:

Using persons who do not meet the above-mentioned criteria is not wise. It compromises Chrysalis/Emmaus standards for clergy leadership and undermines the sacramental role of the weekend Spiritual Director. While such practices may simplify clergy selection in the short term, it will undermine the role of the clergy and diminish the relationship of Emmaus/Chrysalis with historic and established church.

Some Emmaus and Chrysalis Boards face difficult decisions regarding who can serve as a Spiritual Director. Some persons' relationship with the church may not be clearly defined as clergy or laity. Some who serve in pastoral roles in the church or with young people may not be clergy. Still others may present credentials stating they are clergy, but the credentials have been obtained through a non-accredited source. These matters must be approached by the Board with Christian love and respect for the persons involved while upholding the clergy criteria and integrity of the Emmaus and Chrysalis programs.

Several aspects of Chrysalis and Emmaus need to be kept in mind as persons are being considered as Spiritual Directors.

- *Persons who are recognized as clergy within their local church may not always be qualified and equipped for the role of Spiritual Directors in Emmaus and Chrysalis.* The burden rests with the local Emmaus or Chrysalis Board, Emmaus or Chrysalis Community Spiritual Director, and the Team Selection Committee to seek out the clergy who have the training, experience, pastoral sensitivity, theological depth, ecumenical breadth, and Christian maturity needed for spiritual leadership in Emmaus or Chrysalis.
- *Emmaus or Chrysalis Boards and Community Spiritual Directors are responsible for encouraging clergy to attend UR Clergy Training.* The International Emmaus/Chrysalis Office has Clergy Regional Leaders who stand ready and are willing to assist the local board by offering the required UR Clergy Training.
- *Not all clergy bring an outlook on God's grace, the Christian life, or sacraments that is representative of the Emmaus or Chrysalis model.* The Chrysalis and Emmaus movements are shaped from within the biblical and theological mainstream of the church as reflected in the United Methodist and Wesleyan tradition.
- *Team members and participants should be able to recognize and respect the Spiritual Directors as clergy.* If the person's ordination or clergy standing is questionable in the minds of the team and/or participants, then that person's presence as Spiritual Director will detract from the Emmaus or Chrysalis event.
- *Every clergy and layperson serving on a team has specific roles and responsibilities. No one should be jealous about a particular role.* The clergy-laity partnership must be lived and demonstrated.
- *No person, lay or clergy, has the right to serve in any capacity in Emmaus or Chrysalis, even if all the criteria are met. **Service is never a right, but always a response to the call of the Holy Spirit through the Emmaus/Chrysalis Board.***
- *Clergy serving in Emmaus/Chrysalis must have been a pilgrim in Emmaus/Chrysalis or a recognized Fourth-Day movement.* In order to be an

effective servant leader, one must have experience in a recognized Fourth-Day model (a list of recognized expressions of the Fourth-Day movement is available from the Clergy or Lay Regional Representative or the International Office).

Emmaus and Chrysalis team is a ministry partnership between clergy and laity. That partnership represents these persons' equality before God as baptized members of the body of Christ. While playing different roles during the weekend, pastors and laity are to work in concert. Neither of their roles is effective without the other. The Weekend Lay Director and the Weekend Spiritual Director stand as ecumenical companions in directing the Walk/Flight/Journey and in modeling this partnership.

Implementation plan for the clergy criteria (in the U.S.A. and U.S. Territories only):

Walk to Emmaus /Chrysalis international Office has realized that :

- While information in Handbooks regarding clergy qualifications was sufficient for a time when the WTE constituency was almost entirely mainline Protestant churches, it was now necessary to develop and issue a thorough written clarification and interpretation on clergy qualifications
- It was important that Emmaus/Chrysalis Boards and CSD's receive training in the areas of clergy roles and qualifications
- A plan was needed to enable those who had been serving as clergy in WTE prior to Dec.31, 2007, but who did not meet the qualifications, to continue to serve. The Upper Room Clergy Certification Program was a plan to provide for this.
- The requirements of Clergy Certification Program proved to be helpful to some communities but not to all.
- Through the current Clergy Training Program, starting in 2011, The Upper Room seeks to empower local Boards to identify and select qualified clergy persons to serve as Spiritual Directors in Emmaus and Chrysalis. You can find a copy of the **Clergy Training Program (3/1/11)** posted on both Emmaus and Chrysalis web pages.

Updated: January 1st. 2011

Approved by: E/C Leadership Team on January 15, 2011