

Please consider these questions from the timeline perspective between the moment you received the invitation to be a Lay Director (LD) until closing ceremony ended on Sunday evening.

1. Based on your own past team experience, did you feel that you were prepared to lead the team? **Yes.**
2. What service requirements would you suggest imposing on community members to be considered for the LD position? **The current service requirements are fine, but my focus, once those requirements are met, would be more on leadership qualities, work/life balance, Christian maturity.**
3. If you were charged with the task of designing a new WTE, what changes would you recommend to the structure of the team staff? **None – the model works perfectly fine as-is.**
4. What situations confronted you for which you felt ill-prepared?

Laity: **None**

Clergy: **None**

Pilgrims: **None**

Community: **None**

Board: **None**

Trustees: **None**

Co-Board/Nashville: **None**

5. What would you do differently before the weekend if you knew then what you know now? **Nothing – I enjoyed such good coaching from team selection and the BR that I felt totally prepared.**
6. Did you feel that you had proper support from the Board? **Emphatically yes, both before and during the weekend. The guidance and counsel of the BR was invaluable to the team and me personally. It did nothing but enhance the weekend for everyone, myself included.**
7. Names withheld, please, did you receive sufficient materials within the proper timeframe for effectively building the team and leading the weekend? **Yes.**

8. What could the board do to further assist a LD toward promoting excellence throughout the experience? **I can only think of one thing looking back. Since #187 was the first Walk of the season our ALDs didn't receive the ALD training until one week before our first meeting. It's hard with scheduling but they probably would have benefitted from having the training earlier.**

9. Are there any (other) concerns or problems that you would like to note? **The BR has and will deal with those. It happens rarely but there are a few folks who struggle with staying in their lane, or maybe need some more coaching/encouragement before proceeding with leadership. Nothing that impacted Pilgrim experience but feedback I pray is delivered with love and grace and not ignored.**

10. If not highlighted above, are there any (other) comments you would like to make about things that went especially well? **Team selection and BR guidance and integration was absolutely vital to the overall weekend. Spiritual team was amazing and all 5 stayed the entire weekend which was a huge blessing. Leadership team was flawless, and many newer servants stood out for their humble service. It was truly an amazing experience all the way around – of course aren't they all!**

11. Please submit names of any team members or pilgrims that exhibited an excitement for the Lord, and a servant spirit to Team Selection Chairs for the Board. This is a great way to be sure those who would make wonderful team members get “in the loop”. On occasion there might be concerns about a team member or pilgrim where serving an Emmaus weekend is concerned. Please prayerfully submit that information to your Team Selection Representative as well. **PLEASE DO NOT SEND AS A PART OF THIS REPORT, OR DISCUSS THIS WITH ANYONE BUT TEAM SELECTION.** It is not our intention or desire to judge anyone's heart or relationship with the Lord. Our only concern is how any person might serve with fellow team members as an area member or in a leadership position. **Will send today.**

Thank you for your honest feedback on this report. We are all part of the Body of Christ, and any encouragement or suggestions are truly appreciated!!