

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. Much more so than for Walk #231.*
2. What service requirements would you suggest imposing on community members to be considered for the LD position? *I think the requirements you already have in place are exactly what is needed.*
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? *There are too many "rules" for the returning clergy. They are pastors and do not need to be critiqued **at all** by the team-only the Head Spiritual should be doing this. They know about the different "Graces" and do not need to be "supervised." If it is a first-time servant spiritual or a brand-new-to-clergy spiritual, maybe some guidance would be necessary, but not the rules that they are made to adhere to now. One of my spirituals shared that they will never serve again because of this. Many spirituals that I called to serve stated that there are just too many rules for them to follow and they are past that.....  
I do feel Head Spirituals should be ones that have served as a Spiritual before.*

4. What situations confronted you for which you felt ill-prepared?

*Laity: Drops at the last minute for reason that were not emergency reasons. I had a drop on the Wednesday before because the dog sitter fell through! Thank God it wasn't a TL!*

*Clergy: None, Mine were well prepared.*

*Pilgrims: I had very well sponsored pilgrims, so kudos to the community for that.*

*Community: Again, they were awesome! We had an excellent candlelight turnout for the number of pilgrims (13). It was great to get that kind of support!*

*Board: I would have liked my team to have had a little more help/support from someone regarding our toilet situation on Thursday night/Friday morning!*

Trustees: n/a

Co-Board/Nashville:

5. What would you do differently before the weekend if you knew then what you know now? Write ALL my cards to the team before The Walk! 😊
6. Did you feel that you had proper support from the Board? YES! Please give Patti Ann Allen a raise!!
7. Names withheld, please, did you receive sufficient materials within the proper timeframe for effectively building the team and leading the weekend? No, the food delivery truck did not arrive until after 2:00ish on Thursday afternoon, so the kitchen team was made to be there super early for no reason. This also caused undue stress to the kitchen heads and not how I wanted to start the weekend!
8. What could the board do to further assist a LD toward promoting excellence throughout the experience? More effective and efficient support (especially with women's teams) in emergencies. See note 9 for more information.
9. Are there any (other) concerns or problems that you would like to note? On Thursday night, we had an incident in one of the pilgrim bathrooms where there was a horrible smell emitting from the toilet. Nancy Womack-Glick was head dorm and can give you more details on this. My concern is that when I went down to speak with the guards and asked them if they could help, one of the guards (I will not mention his name, but it was not the Head guard), told me that HE had taken care of it by using duct tape, when actually, he had done NOTHING. Nancy and Tara Thompson are the ones who duct taped the toilet, with no offer of help from two men present during the situation (one guard and the septic tank guy). I gave credit to this guard in my letter to the community and thanked him for his help (of which he offered none). I don't want to whine about men and women's roles here, I just felt like we had a dire situation (due to the horrible smell, one pilgrim thought she might have to leave) and the stress of the situation put on the dorm team and other team members, I was very disappointed that these two men did absolutely NOTHING to help with the situation. I want you, the board, to know that **Nancy Womack-Glick, Tara Thompson, and dorm team** are the ONES WHO DESERVE ALL THE CREDIT here. They not only handled this situation, but they did it with incredible grace and without me knowing all the details as to protect me!



10. If not highlighted above, are there any (other) comments you would like to make about things that went especially well? This walk was a long time in coming for me. I was one of the walks cancelled in March 2020 (we got the call at the very last meeting). At that time, I had 21 pilgrims. As this team (#240) bonded and worked so hard to prepare, I was so very discouraged that only 13 pilgrims had signed up. Patti Ann kept reassuring me and I know that I should have been trusting God (but that human side of me gets in the way.) These "lucky 13" as we so lovingly referred to them were not only the right ladies to come on this weekend, but it was EXACTLY, the right number! God's prevenient grace knew long before my thick skull could comprehend, that He had who He wanted to be there and how many! This weekend was what I think every Lay Director desires, renewal of spirit and minds for the pilgrims--this happened and it happened quick! These ladies GOT IT! I cannot tell you all how blessed I was by the sweet women, Leonard and David who served NGWTE #240. My cup overflows and many, many treasures have filled my heart. Thank you so very much for bestowing this honor on me and for keeping me in the LD loop for the past three and a half years!

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.

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!!