



Southwest Texas Conference LEADERSHIP TEAM COVENANT AGREEMENT

As members of the Leadership Team for **Walk to Emmaus** # _____, we hereby acknowledge, covenant and agree to the following terms, provisions and conditions:

1. We acknowledge that the Emmaus Walk assigned to us belongs to the Southwest Texas Conference who is in a covenant relationship with The Upper Room International Walk To Emmaus Office, and that we are under the authority of the Board of Directors of the Southwest Texas Conference and acknowledge to the Board that we are committed to organize the team and conduct the Emmaus Walk according to the Board's guidelines and direction.
2. We promise that we will have attended Emmaus Leadership Training Seminar prior to the beginning of the Walk assigned to us, (within 15 months of the beginning date of the Walk for Lay Directors and Board Representatives, or within 3 years for Spiritual directors and prior to the first team meeting). Furthermore, we will meet or have made arrangements to meet all the eligibility requirements set fourth by the Upper Room and the Southwest Texas Conference Emmaus Board prior to taking leadership of this Emmaus Walk.
3. We acknowledge that we are fully committed to the task of directing the Emmaus Walk assigned to us, and that we are willing to give whatever is necessary to organize and successfully complete it. We will insure that the Walk assigned to us is conducted as written in the Director's Manual, the Upper Room Handbook on the Walk to Emmaus, and the SWTC Emmaus Policies and Procedures Manual.
4. We will ensure that the Emmaus Walk assigned to us will not be altered in any way, including, but not necessarily limited to: eliminating portions of the Walk or adding services to the Walk such as baptism, healing services and foot washing. We will also insure that if these types of services occur during a team meeting, that each team member is instructed that this is for team bonding only and will not be repeated on the weekend under any circumstances.
5. We hereby promise to meet with the Local Fourth Day Group Team selection committee approximately six months prior to the scheduled date of the Walk assigned to us, for the purpose of selecting team members. We and other team selection members will strive to choose a strong and balanced team with reflection of the gifts, graces, experiences and needs of prospective team members through progressive servant hood. We will strive to build a team consisting of a broad involvement of the Emmaus community, staffing the team according to the 1/3 rule, (1/3 new team members, 1/3 serving on their second or third team and 1/3 that have served on four or more teams), and attempting to keep the conference room lay team to 20 or less team members. No more than 7 lay persons from each church shall serve on the team, not counting the Lay Director, Board Representative or Music Leader. We will insure that each team member is at least 18 years old and has attended an Emmaus Walk or other recognized 3-day event at least six months prior to their service as a team member.

| SIGNATURES | DATE | SIGNATURES | DATE |
|------------------------------------|-------|----------------------------------|-------|
| _____ | _____ | _____ | _____ |
| Lay Director, Walk # _____ | | Spiritual Director, Walk # _____ | |
| _____ | _____ | _____ | _____ |
| Board Representative, Walk # _____ | | Lay Director, SWTC Emmaus | |
| _____ | _____ | | |
| SWTC Registrar | | | |