

Georgia Mountains

Tres Dias

Practice

And

Policy Manual

**Georgia Mountains Tres Dias
Practice and Policy Manual**

INTRODUCTION

This manual is intended to be used as a place to record all matters that are considered necessary to be clarified as the Practice and Policy of the Georgia Mountains Tres Dias Secretariat. Georgia Mountains Tres Dias adheres to the Essentials of Tres Dias as published by the International Tres Dias Secretariat and these Essentials are to be considered part of this Practice and Policy Manual.

This Practice and Policy is categorized as follows:

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Purpose

The Georgia Mountains Tres Dias weekend is an opportunity for Christians to encounter Jesus Christ, to experience how other Christians live life, and to receive a new vision of what it means to be a Christian. The objective of Georgia Mountains Tres Dias is to strengthen and extend the Body of Christ by bringing Christians to a closer, more personal walk with their Lord Jesus Christ and to encourage them to Christian leadership and Apostolic Action in their environments. The main teaching of Georgia Mountains Tres Dias is God's unqualified love for each of us through His grace. We actively seek the participation of people from all the Christian denominations in our area. Georgia Mountains Tres Dias is a lay-led movement, with active participation of clergy. We are a non-profit organization. There are three phases involved: the Pre-Weekend phase, the Weekend phase and the Fourth Day phase.

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SECTION 1.0 Statement of Faith

Georgia Mountains Tres Dias is an inter-denominational ministry dedicated to strengthening one's personal life, family life, and church life.

- We believe that there is only one God, eternally existent in three persons: God the Father, Jesus the Son, and the Holy Spirit.
- We believe that the Bible is God's written revelation to humanity and that it is verbally inspired, authoritative, and without error in the original manuscripts.
- We believe in the deity of Jesus Christ, His virgin birth, His sinless life, in His miracles, in His vicarious and atoning death, through His shed blood for our redemption, His bodily resurrection and ascension into heaven, His present ministry of intercession for the church and His personal return to earth in power and glory.
- We believe that humanity was created in the image of God, but because of sin was alienated from God, which can only be removed by accepting, through faith alone, God's gift of salvation made possible by the atoning death of Jesus.
- We believe in the church as the Bride of Christ which was commissioned by Jesus, empowered by the Holy Spirit, to manifest the Kingdom of God in the world by proclaiming in word and deed the gospel of Jesus Christ until He returns.
- We believe in the spiritual unity of all believers in our Savior and Lord Jesus Christ and in strengthening the local church in fulfilling the Great Commission, by strengthening the individual and families.
- We believe in the Second Coming; the household of faith; the priesthood of believers and the resurrection of both the saved and the lost; those that are saved unto eternal life and those that are lost unto eternal damnation.

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Section 2.0 Pre-Weekend

The objective of the Pre-Weekend phase is to prepare team members for participation in the weekend.

2.1 Team Selection

Rector: To serve as a Rector on a Georgia Mountains Tres Dias team a person must have worked a minimum of 7 teams. This must include at least once in the kitchen (preferably more), twice as a Cha (in 2 different areas of service), twice as a speaking professor (giving 2 different talks), and either served as Head or Assistant Head Cha. The Secretariat will require a submitted roster or copy of a database to give credit for service done in community other than GMTD.

Other Rector Qualifications:

- 1) A Rector candidate should be a leader in his/her church, exemplifying the Layman talk
- 2) A Rector candidate should have a previous record of fulfilling responsibilities in an acceptable manner and be a proven leader
- 3) A Rector candidate should be a regular attendee and participant of GMTD Secuelas.
- 4) A Rector candidate should be a regular participant in prayer palanca, serenades and other support related activities;
- 5) A Rector candidate should exemplify the Christian ideal of living a life of Piety, Study, Action, bringing Christ to his/her Environment and being a part of a Christian Community in Action;
- 6) A Rector candidate should be part of a Reunion Group;
- 7) A Rector candidate should be one who has exhibited discernment in spiritual and practical matters;
- 8) A Rector candidate should have exhibited a submissive spirit while serving under authority;
- 9) A Rector candidate should be a Pescadore who shows a balance in his/her family, church and Tres Dias life;
- 10) A Rector candidate should be sensitive and committed to the ecumenical nature of the GMTD community;

NOTE: These qualifications are not necessarily listed in order of priority.

There are 3 experience levels on each team. "Experienced" means a person has served in that particular area in the past "Inexperienced" is a person who has served before, but not in the area that they are now serving. "New" is a person who has never worked a weekend before.

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Each team for Georgia Mountains will be comprised of no more than 77 people on a **Men's** weekend or 80 people on a **Women's** weekend. This will include: 39 Cha Chas (includes support cha position added in 2014) - 12 Professors – 22 Kitchen Chas – 3 Spiritual Directors (women's weekend may include 3 Spiritual Director Support team members) – and 1 Rector

The ratio of an ideal team should look like this:

	E	I	N	Total
Professor	6	3	3	12
Cha	14	15	10	39
Kitchen	5	5	12	22
Total	29-32*	23	25	73**

*29-32 (Includes Rector, SD, (SD Support on women's weekend)

**73 (excluding Rector/SD/SD Support)

The 39 Cha's will be: one Head Cha, one Assistant Head Cha, one Tech Cha, one Head Table Cha and 6 Assistants, one Head Storeroom Cha and 1 Assistant, one Head Chapel Cha and 3 Assistants, one Head Palanca Cha and 3 Assistants, one Worship Cha, one Floater/Supply Cha, one Head Dorm Cha and 4 Assistants, one Head Gopher and 1 Assistant, one Backup Rector, one Head Prayer Cha and 5 Assistants, one Communication Cha, one Support Cha (position added in 2014) and one Rover Cha. (The Rover Cha will be the next person in line to be Rector.)

Head Cha must have served on three teams as a minimum, with one time in the Rollo Room, once as a cha and once in the kitchen. The head cha should have good organizational abilities.

Assistant Head Cha should have served a minimum of three teams, with one time in the Rollo Room, and twice as a cha. This person should also have broad knowledge about the actual weekend since they will be responsible for much of the behind the scenes activity during the weekend.

Both Head and Assistant Head Chas will be selected from qualified Pescadores who have never held either position or Rector position.

Area Heads should have served at least once in the area they will head. The service areas where an area head will serve are Dorm, Storeroom, Palanca, Table, Chapel, Gopher and Prayer.

Kitchen Chas There will be a maximum of 22 Kitchen Chas, with 5 experienced and the balance either new or inexperienced. The experienced would be the

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Head Kitchen, Assistant Head Kitchen and 3 others. The Head Kitchen should have worked in the kitchen at least twice.

Professors There will be 12 Professors. Eight will be speaking and four will be silent. There should be a back-up person chosen for each speaking professor position, who has previously given the Rollo they are backing up. They can serve in any other cha position on the respective team. There should be a minimum of 6 experienced; the balance can be inexperienced or new. At least four speaking professors should not have given more than one previous talk.

The “Reunion Groups” talk will be given on Sunday by a layperson, but that person will not necessarily serve as a professor. This talk can be given by any layperson serving on the team. This person will need to give a practice rollo, just as the other professors.

The Secretariat chairman will attend the first team meeting to introduce the Rector, and to emphasize that the Secretariat has given this Rector the authority to lead this team. The Leaders person will attend the second team meeting to give guidelines to the entire team and explain the team selection process. The Spiritual Director position on the Secretariat will also attend the second team meeting to meet with the Spiritual Directors for the weekend to go over policies and essentials. The Palanca couple will attend the third team meeting. The Weekend couple on the Secretariat will attend the fourth team meeting (at the camp) to communicate to the team how the Camp of Colors should be left. The Set-Up team attends the same meeting the Weekend couple attends.

Each team will be limited to 10 team members from one Church and up to 7 team members who have served on the preceding weekend (excluding the Rector, Back up Rector, Rover, Support Cha and Spiritual Directors as well as Spiritual Director Support.). Pescadores may serve a maximum of two weekends in a twelve-month period with the exceptions of the Rector, Rover, Support Cha, Head and Assistant Head Chas on the third weekend only. All team members are expected to make a commitment to serve the full weekend, Thursday through Sunday. Exceptions must be approved by the Secretariat Leaders and Chairman.

If the team is full at the last team meeting and a drop-off occurs from then until the time of the weekend, rector may select from anyone in the database, including any person who has already served two weekends in the last 12 months, after being approved by Leaders position and Secretariat Chairman. An exception may be made upon approval by Leaders position and Chairman for a member of Rector’s immediate family or their Reunion Group who have already served two weekends in the current year.

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The Rector should instruct the team to be sensitive to the ecumenical nature of the Georgia Mountains Tres Dias community, and its team members. We are many different denominations, but under one God; and we need to be willing to accept each other without forcing any one type of worship on another.

If Powerpoint or song sheets are used for team meetings or on the weekend, please make sure each song is covered under the CCLI license.

2.2 Fees

Weekend Fees are to be paid by each person except the Rector, Rover, Support Cha and the Spiritual Directors and Spiritual Director Support on Women's Weekends.

Financial Accounting Procedures

There will be an advance of \$500.00 given to the Rector at the time of Rector Orientation. This advance is to cover any out of pocket team expenses incurred during team formation. Three Hundred of the \$500.00 should be repaid to the Secretariat Treasurer from the \$15.00 team fees, as soon as possible. All funds spent should be accounted for by completing the appropriate form.

Team Weekend Fees, which are currently \$110. each, will be collected by the Assistant Head Cha. Any funds remaining after all weekend expenses have been reimbursed to Rector and Area Heads should be turned over to the Treasurer.

Team Fees will be collected by the Assistant Head Cha, and are to be used for team meeting expenses. Funds that are spent should be accounted for by completing the appropriate form. Any funds remaining after all weekend expenses have been reimbursed to Rector and Area Heads should be turned over to the Treasurer. Currently these costs are \$15.00 per person. All team members should pay this fee.

The Rector is responsible to inform team members concerning fees and collections. If there are those who can't pay the Weekend Fee, encourage them to pay what they can. Inform the team of financial need without mentioning any names. Team members are to be instructed at the beginning of the team meetings to inform the Rector, at no later than the third meeting, of any financial problems. Team members must pay the weekend fee in full or make arrangements through the Assistant Head Cha for a scholarship not later than the fifth team meeting.

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No money is to be collected during team meetings for anything other than weekend fees and team fees. If scholarship money is needed, it will be brought before the team and they will be told that if they want to contribute, give to the Assistant Head Cha.

Candidate weekend fees of \$110 will be collected by the Pre-Weekend couple at Send-off. The \$10 application fee is in addition and will be applied to administrative fees.

When Rector calls to invite to serve on a team, inform them (and re-state in welcome letter) the following:

- a. Expected to attend all meetings.
- b. All team members to be available to set-up Wednesday night and clean-up after closing for the weekend as needed.
- c. The weekend fee will be \$110.00 plus \$15.00 team fee.

2.3 Area Instructional Books.

Area heads will receive an instructional book. Area heads should distribute information from their book as needed and be responsible for training all Chas in their area of service. Instructional books are maintained by the Leaders position and should be returned to them at the conclusion of the weekend. The Rector is responsible for the safe return of all books and forms to the Secretariat. There will be a charge of \$10.00 for each instructional book not returned.

2.4 Set-up/Take-Down

A set-up/take-down team is necessary for each team. They are to attend the fourth team meeting. The Rector will call men from the community. The set up team members pay no fees.

2.5 Send-Off

The Head Dorm Cha will be responsible to see that someone is available to handle the luggage at Send-off and Closing.

2.6 Spiritual Directors

Those who have been ordained and/or licensed by a church, denomination, or any Christian organization approved and recognized by Georgia Mountains Tres Dias as a pastor, elder, minister (senior, associate or youth, education or counseling) and have attended a Tres Dias, Cursillo or similar adult weekend are eligible to serve as a Spiritual Director. A Christian denomination, organization or congregation must have conferred the licensing and/or ordination. At least one Spiritual Director is to be ordained and authorized to regularly celebrate Holy communion. The spiritual directors should be qualified to teach and to counsel in spiritual matters. The Spiritual Director on the Secretariat will qualify the Spiritual Director candidates and submit them to the Secretariat for final approval and

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placement on the Spiritual Directors database. All potential Spiritual Directors must conform to the statement of belief.

Normally, there are three Spiritual Directors assigned to each weekend. One of the three will be assigned the responsibility of Head Spiritual Director. Every attempt will be made to have one “new” Spiritual Director serving on a weekend. “New” is defined as someone who has never served on a weekend as a Spiritual Director. At least one or possibly two Assistant Spiritual Directors will also serve.

The selection of all Spiritual Directors that serve on each weekend is the responsibility of the Secretariat Spiritual Director. The Rector will be given the opportunity to request their selection for one Spiritual Director position. Rectors are not to extend invitations to Spiritual Directors nor make Spiritual Director weekend assignments. Every effort should be made to have varying church representation from the community.

To qualify as Head Spiritual Director, one must have served a minimum of four weekends. In addition they must have given all five Rollos, led all three morning Communion Services and the Cross Service as well as given all the Meditations. To qualify Spiritual Directors for the Head position the following assignment schedule is usually used:

1st Team: 1-Rollo (Obstacles) 3-Meditations (1st on Thursday night chapel, Saturday morning Chapel, Sunday morning chapel) 1-Communion Service (Friday)

2nd Team: 2-Rollos (Grace and Life in Grace) 2-Meditations (2nd on Thursday night chapel, Friday morning chapel) 1-Communion Service (Saturday)

3rd Team: 2-Rollos (Divine Aid and Life in Grace) 2-Meditations (2nd on Thursday night chapel, Invisible Barrier Saturday morning) 1-Communion Service (Saturday).

4th Team: 2-Rollos (Days in Life and Life in Grace) 2-Meditations (2nd on Thursday night chapel) 1-Communion Service (Sunday).

The Head Spiritual Director is to lead and train the Assistant(s) or new Spiritual Directors and lead the counseling and ministry at team meetings as well as on the weekend. They must work in close relationship with the Rector at all times. All Spiritual Directors are expected to attend all of the team meetings like the other team members.

As a general rule, those qualified to serve as a spiritual director are expected to serve in the spiritual director position. However, they may serve in any non-leadership position outside the rollo room, which is defined as kitchen, prayer, palanca, dorm, chapel, gopher or

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storeroom. They may not serve as rector, in any head or area head position, or in the rollo room in any capacity. They may only serve once a year in a non-spiritual director position.

(Paraphrase of Tres Dias International-Clarification of Essentials as related to Clergy in Leadership, Document #TDI-001)

2.7 The Candidates

There will be 42 “slots” available for Candidates at 6 Tables. This includes 39 “slots from our home area and 3 “slots” for Candidates outside our home area. Six “slots’ will be held for pastors and six “slots” for singles. The New Community Liaison will submit to the Leaders the number of slots to be held open on the team to be filled by developing communities. Applications will not be accepted from a married person without their spouse’s application at the same time. Applicants who decline the first invitation to attend a weekend will be replaced on the list for the next weekend. The applicant who declines the third invitation is removed from the list and must reapply to attend. Applications will be processed into the system according to the date of the postmark or delivery. Eligible candidates include persons who have attended a “youth Weekend”, a Kairos Weekend or a Young Adult Weekend. All of the candidates are to be sponsored for participation in all phases of the TRES DIAS Movement, rather than just the Weekend. A member of a chartered Tres Dias community, or a similar community approved by TRES DIAS, must sponsor all candidates. Candidates will be accepted from all Christian denominations. Each single candidate must be 21 years old. All married candidates must have at least one being 21 or older.

Each candidate should have not attended a TRES DIAS weekend.

3.0 THE WEEKEND

The objective of the weekend phase is to prepare individuals for effective participation in the Fourth Day.

The Tres Dias weekend is carefully planned and structured for a wide diversity of men and women. It is structured to keep all the candidates moving at a rate which all can follow. Each Rollo builds on the preceding rollos, and each day builds on the previous day.

Thursday. The emphasis of Thursday is low-key, relaxed and non-threatening. Singing is a key element throughout the weekend as it gets people involved and builds community. Two clergy meditations are given on Thursday evening, and are structured to encourage a time of reflection and self-examination. A time of silence, an opportunity to “break away” from the outside world is started.

Friday. The focus on Friday is on who we are and who Christ is and what we need to know to live a Christian life. The clergy meditations each morning set the theme for the day. Friday is usually the hardest day, because the candidates are

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in so many different places. The team must be careful not to impose their own expectations on the candidates and to respect the freedom of those who do not seem responsive. The job of the team is to open a door, offer a gift, but not to push the candidates through the door or force the gift on them.

Saturday. The focus on Saturday is on what we have to do in order to live a life in grace. It is also the community-building day. Again, the morning meditation sets the tone for the day. Many people begin to relax and “come alive”. It is important that this happens “naturally”, and not be forced. It is not the job of the team to push anyone into hugging, praying out loud, raising hands in praise, etc. Rather, it is the job of the team to love, and that means to be sensitive. It is the responsibility of the team to demonstrate God’s unqualified love.

Sunday. The focus on Sunday is outward and prepares the candidates to leave the weekend and move back into the world. The theme is how a Christian can influence others. The Tres Dias method for assuring a sound and successful Fourth Day is presented. At the Closing, the candidates realize that they are a part of a larger community of Christians who truly care about them. They see that living the Fourth Day is possible because these people are living it.

The weekend is only a beginning to meeting the objectives of Tres Dias. Hopefully, the candidates have been prepared for effective participation in their Fourth Day.

3.1 The Rector

The Rector is really the hub of the Tres Dias weekend. All of the structure of the weekend comes together in him/her. He/she is not to rule or arbitrarily decide what and how others should do, but rather to coordinate the weekend constantly through the normal and proper ways that have been developed by the Tres Dias Secretariat. The Rector is the leader therefore he/she is the principal servant of love and harmony between the candidates and the team.

The Back-up Rector is to assume leadership of the weekend if the Rector becomes incapacitated prior or during the weekend, and is unable to complete his/her duties.

3.2 The Team

1. No cameras, cell phones or electronic devices for personal use should be brought to the weekend..
2. The Serenade (Mananita) on Saturday evening should be limited to 30 minutes.
3. Non-Pescadores, candidate spouses, and individuals under the age of 21 are not allowed to attend the Saturday evening serenade. The Support Cha is to make this announcement during the serenade practice.

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4. There is to be no individual palanca on candidate beds, but all candidates may get palanca on their bed of same/similar kind. No doctrinal material of any kind will be distributed on the weekend as palanca or otherwise. Any questions about doctrinal material should be directed to Head Spiritual Director.
5. No outsiders (non team members) are to visit the campground except to deliver palanca, be part of the Reunion talk, or to attend the Serenade and Closing (includes spouses, reunion members, family). In the case of being presented as the Rector's reunion group, they shall be secluded so as not to hear a rollo. At the proper time, they shall take part in the Rector's talk and then shall leave the area. The Head Kitchen and Assistant Head Cha are to monitor and enforce, explaining Secretariat Policy. Candles may be used in Rollo Room, Chapel, and Dining Hall only. Lit candles are never to be left unattended. It is suggested that team use flashlights during the Sunday morning serenade of candidates.
6. In case of malfunction of mechanical equipment, please do not attempt to make repairs; instead, report problem to the Assistant Head Cha who will make decision if to call caretaker of the campground, whose number is posted in the Kitchen and by the copier in the Tech Cha & Communication Cha's dorm room.

3.3 The Candidates

A candidate must actively participate in a weekend through noon on Sunday to be considered as completing a weekend.

4.0 THE FOURTH DAY PHASE

The weekend is only the beginning to meeting the objectives of Tres Dias. Hopefully, the candidates have been prepared for effective participation in their Fourth Day.

We encourage all Pescadores to participate in a Reunion Group. We will sponsor regularly scheduled Secuelas. At each Secuela we will include a Fourth Day talk to be given by someone who has previously attended a Tres Dias equivalent weekend.

4.1 The Secuela

The purpose of the Secuela is to fellowship with the body of Christ and to lift Him up through praise and exhortation. It should be a holy, joyful, special time of drawing aside for the purpose of worship and praise. The focus should be praise and worship, building community and Communion. The Fourth Day couple must have attended a "weekend" (Tres Dias, Cursillo, Walk to Emmaus). Their close moments in their Fourth Day can be shared, but give special emphasis to their Reunion Group and how supportive the Secuelas have been.

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Floating Reunion Groups is a sharing time when everyone divides into small (6 person) groups and shares about fifteen minutes. Close Moment sharing is pop-up sharing of different individual's close moments (not to exceed 2 minutes - stress this time frame).

The Leaders Couples will have sign-up sheets at Secuelas for Pescadores to sign, indicating their desire to work a team. Sheets will also be provided at serenades and closing.

5.0 THE SECRETARIAT

Georgia Mountains Tres Dias is a chartered member of the National Assembly and National Secretariat of Tres Dias. As such, it totally subscribes to the constitution and by-laws of the National Organization and will adhere to the "Essentials of Tres Dias" as prescribed by the National Organization.

The Secretariat of Georgia Mountains Tres Dias is elected from the membership of the community to administer and manage the affairs of the community.

5.1 Meetings The Secretariat shall hold regular meetings each operating year to number not more than 12, nor fewer than 8, at a time and place to be determined by the Secretariat. Special meetings may be called by the Chairman, or by the Secretary upon written request of five (5) members of the Secretariat.

All meetings shall be open to the community unless the Secretariat shall be in "executive session".

5.2 Terms Terms of the Secretariat will be for three (3) years. Unexpired terms shall be filled by appointment of the Secretariat on a two-thirds majority vote. The Chairman shall vote only in the event of a tie. Each member of the Secretariat shall serve until his successor shall have been duly elected and installed. The Secretariat positions shall be divided into three classes. Elections will be held for one-third of the classes each year. Secretariat vacancies should be published in the Newsletter a minimum of sixty days. The term of the New Community Liaison may extend beyond three years, if the community is still operating under the umbrella of GMTD. The termination of such position shall be when the new community is fully operating under its own 501 (c) (3), Constitution, etc.

5.3 Officers All Secretariat members must have the following qualifications:

- A. Maintain a lifestyle commensurate with Biblical leadership.
- B. Demonstrate a record of support of the Tres Dias movement.
- C. Have served at least three teams in three different areas of service.
- D. Possess the skills required by Secretariat job descriptions.

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Each position of the Secretariat shall have one vote with the exception of the Chairman who will vote only in the event of a tie. The positions of the Secretariat shall consist of the following:

- **Chairman** One person married or single male, who has previously served as a Rector on an adult weekend and has served in a Secretariat position. The Chairman must also demonstrate committee leadership and organizational skills.
- **Secretary** A single person or married person
- **Treasurer** A single or married person or married couple
- **Leaders** Two couples, with each couple having one vote. The two couples will share the position equally with one couple doing the training for the first and third weekends and the other couple doing the training for the second and fourth weekends. It is noted that one couple may actually be two individuals, not married to each other. In that instance, each individual would have one vote. (Effective 1/4/02)
- **Pre-Weekend** A married couple
- **Fourth Day** A single or married person or a married couple
- **Spiritual Director** A male who is an ordained or fully licensed pastor, elder, minister (senior, associate, or youth, education or counseling) by any Christian organization approved and recognized by Georgia Mountains Tres Dias.”
- **Worship Director** A single or married person or married couple
- **Palanca** A married couple
- **Weekend** A married couple
- **Food** A single or married person or married couple
- **Newsletter** A single or married person or a married couple
- **Database/Records** A single or married person
- **Webmaster A single or married person**
- **New Community Liaison** A single or married person (A different individual shall be elected for each new community sponsored by GMTD).

It will be a Practice and Policy of the Georgia Mountains Tres Dias that the current sitting Chairman of the Secretariat will not serve as a Rector on any Georgia Mountains Tres Dias team while Chairman. All other lay positions on the Secretariat will be eligible to serve as Rector, if they qualify. If a member of the Secretariat is nominated to serve as a Rector, they must leave the room during the discussion, but may return and may vote, as they feel led of God. Rectors shall invite additional members of the Secretariat to attend team meetings to discuss their individual functions on the Secretariat. Those scheduled to attend are: Chairman, Leaders, Spiritual Director, Weekend and Palanca.

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6.0 THE ESSENTIALS OF TRES DIAS

6.1 Preamble

The TRES DIAS Movement endeavors to bring Christians to a closer, more personal walk with their Lord Jesus Christ and encourage them to Christian leadership and Apostolic Action in their environments.

TRES DIAS is based on the principles, the method, and the teachings of the Roman Catholic Cursillo movement initially proposed by Bishop Juan Hervas, Eduardo Bonnin and their fellow Christians. Each candidate goes through three phases of the TRES DIAS movement: the Pre-Weekend, the “Three Day Weekend”, and the Fourth Day. TRES DIAS is a Christian ecumenical movement.

“The founders of the Cursillo movement saw a world of great need around them. They knew that the answer to the needs of the world had to be Christ and His Grace; but, they saw Christians who did not live for Christ, and they saw a church that was ineffective and without life. They developed the Cursillo to meet part of this problem; to provide any part of the church which was ready to undertake the formation of Christian life with all the people it needed — people who would have the deep dedication to Christ and to bringing all peoples to Him — people who would undertake a regular program of formation in Christianity, and who would make their Christian life conscious and vital —people who would understand how to be a part of a unified apostolic effort.”

The main teaching of TRES DIAS is God’s unqualified love for each of us through grace. It asks each member of the TRES DIAS community to grow in their personal piety, to study God’s Word and other Christian writings and to express their love for Christ in Christian Apostolic Action.

These three aspects of Christian growth are stressed in the cloistered environment called “the Weekend”. An invitation is issued during the weekend for each Pescadore to join a small group of his/her own choosing for continued support, prayer and encouragement.

In order to ensure consistency and stability within the TRES DIAS movement there must be certain essential aspects to which all TRES DIAS organizations conform. These Essentials fall into two categories: those that are quantitative, and those that are qualitative in nature. It is the intent of TRES DIAS to use both of these categories as criteria for chartering local Secretariats.

Although the three days are referred to as “the weekend”, the three days of the TRES DIAS weekend need not include Saturday and/or Sunday. The “TRES DIAS Weekend” may be held on any three consecutive days of the week.

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It should therefore be the policy of local Secretariats to comply with these Essentials. Policies of local Secretariats that deviate from these Essentials must be reviewed on an individual basis and are subject to the approval of TRES DIAS.

6.2 The Essentials of the Movement

1. TRES DIAS is a Christian movement.

The ultimate objective of the TRES DIAS Movement is to strengthen and extend the Body of Christ. No TRES DIAS organization shall change the teachings or practices of the TRES DIAS Movement to accommodate the participation of non-Christians.

2. TRES DIAS is a Christian ecumenical movement

All TRES DIAS organizations shall actively seek the participation of persons from all the Christian denominations in their environment.

All TRES DIAS organizations shall stress those things that the Christian denominations have in common and respect those things that are different.

All TRES DIAS organizations have the duty and the authority to protect the TRES DIAS ecumenical structure.

3. TRES DIAS is a lay-led movement.

TRES DIAS is a lay-led movement; however, the active participation of the clergy is both essential and to be encouraged.

4. TRES DIAS is a non-profit movement.

TRES DIAS organizations should pursue prudent fiscal policies. They shall avoid accumulating assets beyond what is required to carry out their part in the TRES DIAS movement.

5. The TRES DIAS Movement shall not assume the role of a denomination.

TRES DIAS is not a church substitute; rather, it encourages Christians to worship and serve in their home congregations as leaders.

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6. TRES DIAS is not a service organization.

The TRES DIAS movement encourages Pescadores to participate in “worthy projects.”

TRES DIAS organizations shall limit their activities to those related to carrying out the TRES DIAS method.

6.3 The Essentials of the Tres Dias Method

The three sequential phases of any individual’s involvement shall be:

1. The Pre-weekend phase
2. The Weekend phase
3. The Fourth Day phase.

The object of the Pre-weekend phase is to prepare individuals for participation in the Weekend.

The purpose of the Weekend phase, in terms of the method, is to prepare individuals for effective participation in the Fourth Day.

6.4 The Essentials of the Pre-Weekend Phase

1. That the candidate be sponsored for participation in all phases of the TRES DIAS Movement rather than just the weekend.
2. That the candidates be sponsored by a member of a chartered TRES DIAS community or a similar community approved by TRES DIAS.
3. That the candidates have a desire for a closer relationship with Jesus Christ as their Lord and Savior.
4. That the candidates be accepted from all Christian denominations.
5. That the candidates be at least 21 years of age. However, if a local secretariat, using its best judgment, finds a sound and compelling reason (such as spouse of a pescadore, or military personnel), it occasionally, on a case by case basis, may accept a candidate who is at least 18 years of age.
6. That the candidates have not previously made a TRES DIAS weekend or a similar experience recognized as equivalent by TRES DIAS.

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6.5 The Essentials of the Weekend Phase

1. That the weekend shall have the following characteristics:
 - a. It is a weekend of living in Christian Community involving a combination of carefully developed activities and teachings which are meant to lead to a fuller personal commitment to Christ.
 - b. It embodies personal witness, but it is not a revival meeting.
 - c. It employs group dynamics, but it is neither sensitivity training nor group therapy.
 - d. It employs theological instruction that encourages the candidate to study his/her own Christian beliefs; but it is not a course in doctrine.
 - e. It includes a period of silent introspection; but it is not a retreat.
 - f. It is a renewal experience for Christians and is not necessarily a conversion experience.
 - g. It asks for basic faith, openness and a seeking attitude on the part of the candidate, but involves a great amount of dedication, prayer and careful planning on the part of the team.
 - h. It is an encounter with the Holy Spirit. However, TRES DIAS is not a “charismatic” movement.
 - i. The weekend is a tool of God, not an end in itself. The weekend will not produce a permanent effect without Fourth Day activity.
2. That the Spiritual Directors be qualified to teach and counsel in spiritual matters.
3. That at least one of the Spiritual Directors on the weekend be ordained and be authorized to regularly celebrate Holy Communion by his/her denomination. For the purpose of these Essentials, “clergy is intended to refer to those persons qualified to serve as Spiritual Directors.
4. That men and women attend separate weekends. The Spiritual Directors are exempted.
5. That team members represent a spectrum of Christian denominations.
6. That team members have previously made either a TRES DIAS Weekend or a similar experience recognized by TRES DIAS.

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7. That the Rector be a layperson and be responsible for all aspects of the weekend, under the authority of the local sponsoring Secretariat.
8. That the team meets prior to the weekend to: promote community, receive instruction on the dynamics and critique all the Rollos.
9. That the TRES DIAS weekend shall be an intensive three-day program lasting approximately 72 continuous hours.
10. That the team and candidates shall live in a cloistered environment for the entire weekend.
11. That clergy shall not give lay talks, and Spiritual Director talks shall not be given by a layperson.
12. That the weekend begin in the evening with the following agenda:
 - Introduction given by the Rector.
 - Start silent retreat to end after chapel the next morning,
 - KNOW THYSELF meditation given by clergy,
 - PRODIGAL SON/ADULTEROUS WOMAN given by clergy.
13. That the first day of the weekend shall have the following agenda:
 - THE THREE GLANCES OF CHRIST meditation given by clergy,
 - The IDEALS rollo given by a layperson,
 - The GRACE rollo given by clergy,
 - The CHURCH rollo given by a layperson,
 - The HOLY SPIRIT rollo given by clergy,
 - The PIETY rollo given by a layperson.
14. That the second day of the weekend shall have the following agenda:
 - The FIGURE OF CHRIST meditation given by clergy,
 - The STUDY rollo given by a layperson,
 - The SACRAMENTS rollo given by clergy, followed by Holy Communion,
 - The ACTION rollo given by a layperson,
 - The OBSTACLES TO GRACE rollo given by clergy,
 - The LEADERS rollo given by a layperson.
15. That chapel visits by each table occur the afternoon of the second day.
16. That the third day of the weekend shall have the following agenda:

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- CHRIST'S MESSAGE TO THE PESCADORES meditation given by clergy,
 - The ENVIRONMENTS rollo given by a layperson,
 - The LIFE IN GRACE rollo given by clergy,
 - The CHRISTIAN COMMUNITY IN ACTION rollo given by a layperson,
 - The REUNION GROUPS rollo given by a layperson,
 - The FOURTH DAY rollo given by a layperson,
 - The Apostolic Hour,
 - The Closing.
17. That chapel visits by each table occur the morning of the third day.
18. That table discussion follows each rollo except the FOURTH DAY.
19. That all rollos and meditations follow the dynamics and outlines authorized by TRES DIAS.
20. That the team and candidates have the opportunity to celebrate Holy Communion each full day of the weekend.
21. That a diversity of environments and viewpoints must be attempted in planning the weekend itself and in forming the tables.
22. That the freedom of self-determination of each candidate be respected.
23. That the lay rollos be informal talks of a witnessing or sharing nature.
24. That a friendly creative Christian environment be developed and fostered during the TRES DIAS weekend, as opposed to a coercive or manipulative environment.
25. That the schedule allows time for informal personal contact among the team and candidates.
26. That the Closing be as well prepared as other activities of the weekend.
27. That the sponsoring Secretariat encourages the community to participate in the weekend through spiritual and service Palanca.

6.5 The Essentials of the Fourth Day Phase

1. The Pre-Weekend and Weekend phases are only a prelude to each individual's Fourth Day.
2. Reunion Groups

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- A. That local Secretariats encourage Pescadores to participate in Reunion Groups.
 - B. That local Secretariats utilize the form of the reunion group known as “The Working Reunion Group”, to carry out the activities of the TRES DIAS movement.
3. The Secuela
- A. That local Secretariats sponsor regularly scheduled Secuelas, preferably at least once each month.
 - B. That each Secuela include an opportunity for Pescadores to participate in the form of reunion group known as “The Floating Reunion Group”.
 - C. That each Secuela include a “Fourth Day Talk”.

6.6 The Essentials of the Local Secretariat Organization

The function of the local Secretariat is to conduct an effective program in accordance with the TRES DIAS Method.

- 1. That each local Secretariat has a document, approved by its membership, describing its structure and operating procedures.
- 2. That the members of a local Secretariat have completed a Tres Dias weekend or a similar experience recognized by Tres Dias.
- 3. Pescadores of the Tres Dias Community whom the local secretariat claims to represent must be eligible to serve as voting members and officers of the secretariat.
- 4. That the local secretariat has a plan for periodic election of new members.
- 5. The local Secretariat must be the sole sponsor of a TRES DIAS weekend held in its community.
- 6. Each local Secretariat must sponsor at least two TRES DIAS weekends a year. For the purpose of chartering, this requirement may be waived by TRES DIAS.

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7.0 ADDITIONS AND SUMMARY OF PRACTICES AND POLICIES

The Rector is to instruct the team to be sensitive to the ecumenical nature of the Georgia Mountains Tres Dias community, and its team members. We are many different denominations, but are under one God; and we need to be willing to accept each other without forcing any one type of worship on another. The Rector is to inform team members they are expected to make a commitment to serve the full weekend, Thursday through Sunday. There should be no coming and going at the campground.

If Powerpoint or song sheets are used for team meetings or on weekends, please make sure each song is covered under the CCLI license.

The Secretariat will advance to the Rector \$500.00 to cover any expenses they might have in the beginning of the team selection. \$300 of the \$500 advance will be reimbursed to the Secretariat from the \$15.00 team fees.

1. The Rector is responsible for ensuring the safe return of all area instruction books (by the Assistant Head Cha) and forms (rollo outline and left over critique sheets) to the Leaders person.
2. Area heads will receive an instructional book. Area heads should distribute information from their book as needed and be responsible for training all Chas in their area of service. Instructional books are maintained by the Leaders position and should be returned to them at the conclusion of the weekend. The Rector is responsible for the safe return of all books and forms to the Secretariat. There will be a charge of \$10.00 for each instructional book not returned.
3. The Rector, Head Cha and Head Kitchen Cha are to meet to determine expenses for team meetings, and to determine the disbursement of team fees to cover these expenses. The Secretariat does not pay for any team expenses. This includes expenses for paper, copying expense, folders, tablecloths, flowers, stamps, etc.
4. The weekend fee for all (team and candidates) is \$110.00, payable as soon as possible to purchase food and supplies for the weekend. All team members pay except the Rector, Spiritual Directors, Spiritual Director Support, Rover and the Support Cha. Team members should pay the \$15 team fee as soon as possible. No scholarship is available for the \$15 team fee. Any excess money, team or scholarship, should be turned into the Secretariat.
5. The Rector is responsible to inform team members concerning fees and collections. If there are those who can't pay the \$110.00, encourage them to pay what they can. Inform the team of financial need without mentioning

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any names. Team members are to be instructed at the beginning of the team meetings to inform the Rector, at no later than the third meeting, of any financial problems. Team members must pay the weekend fee in full or make arrangements through the Assistant Head Cha for a scholarship not later than the fifth team meeting. No money is to be collected during team meetings for anything other than weekend fees and team fees. If scholarship money is needed, it will be brought before the team and they will be told that if they want to contribute give to the Assistant Head Cha.

6. When Rector calls to invite to serve on a team, inform them (and re-state in “welcome” letter/email the following:
 - ❖ Expected to attend all meetings.
 - ❖ All team members to be available to set up Wednesday night and clean up after closing for the weekend as needed.
 - ❖ The weekend fee will be \$110.00 plus \$15.00 team fee.
 - ❖ Area Heads and Professors are expected to attend training with Leader’s Couple. Rector gives dates for these meetings to Heads in this letter/email
7. A set-up/take-down team is necessary for each women’s team and shall attend the fourth team meeting to train with the weekend couple. The Rector will call men from the community.
8. The Secretariat chairman will attend the first team meeting to introduce the Rector, and to emphasize that the Secretariat has given this Rector the authority to lead this team. The Leaders person will attend the second team meeting to give guidelines to the entire team and explain the team selection process. The Spiritual Director position on the Secretariat will also attend the second team meeting to meet with the Spiritual Directors for the weekend to go over policies and essentials. The Palanca couple will attend the third team meeting. The Weekend couple on the Secretariat will attend the fourth team meeting (at the camp) to communicate to the team how the Camp of Colors should be left. The Set-Up team attends the same meeting the Weekend couple attends.
9. No cameras, cell phones or electronic devices for personal use should be brought to the weekend.
10. The Serenade on Saturday evening should be limited to 30 minutes.
11. Non-Pescadores, candidate spouses, and individuals under the age of 21 are not allowed to attend the Saturday evening serenade. The Support Cha will make this announcement during the serenade practice.
12. No outsiders (non team members) are to visit the campground except to deliver palanca, be part of the Reunion talk, or to attend the Serenade and

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Closing (includes spouses, reunion members, family). In the case of being presented as the Rector's reunion group, they shall be secluded so as not to hear a rollo. At the proper time, they shall take part in the Rector's talk and then shall leave the area. The Head Kitchen and Assistant Head Cha are to monitor and enforce, explaining Secretariat Policy.

13. There is to be no individual palanca on candidate beds, but all candidates can get palanca on bed of same/similar kind. No doctrinal material of any kind will be distributed on the weekend as palanca or otherwise. Any questions should be directed to Head Spiritual Director.
14. Candles may be used in Rollo Room, Chapel, Dining Hall only. Lit candles are never to be left unattended. It is suggested that team use flashlights during the Sunday morning serenade of candidates.
15. In case of malfunction of mechanical equipment, please do not attempt to make repairs; but report problem to the Assistant Head Cha who will make the decision to call for caretaker of the campground, whose number is posted in the Kitchen and by the copier in the Tech Cha & Communication Cha's dorm room.
16. The Back-up Rector is to assume leadership of the weekend if the Rector becomes incapacitated during the weekend and is unable to complete his/her duties.
17. The Spiritual Directors will be introduced by the Rector at Closing. The only time allowed for speaking at Closing will be for Secretariat Chairman, candidates and the Rector.
18. The Head Dorm Cha will be responsible to see that someone is available to handle the luggage at Send-off and Closing.
19. The Communication Cha is responsible for the weekend rosters production. A corrected candidate and team roster should be e-mailed to the Chairman of the Secretariat, both Leaders' teams, database person & news letter person by the Communication Cha on Friday morning after final copy is given to Fourth Day Couple. Adopted change at regular Secretariat meeting 1/9/09
20. Information sheets, team & candidate, should be completed on forms provided by the Secretariat. Team sheets should be completed during team meetings, and candidates' should be completed at send-off. Team and candidate sheets are given to the Communication Cha for review who will give corrected/ completed sheets to the database person as soon as possible after the weekend.

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21. Rectors need to be instructed to have the team sensitive to the ecumenical nature of the community. In-depth counseling and ministry should be conducted by the Spiritual Directors only with Spiritual Director Support or Chapel Cha present on Women's weekend.
22. Serenade: No longer than 30 minutes. No solos please, and only moderately amplified guitar or keyboard will be allowed for instrumentation. We will allow the use of a microphone for the leader of each Serenade.
23. The Secretariat will pay for each team to have one team meeting at the Camp of Colors if they desire, if there are charges assessed by the Camp.
24. All banners made for GMTD weekends will remain in the possession of Tres Dias and cannot be loaned or taken from the Camp of Colors.
25. Handouts of the outlines should not be used in lieu of write-downs.
26. In order to assist the dorm chas at closing, the kitchen chas shall be responsible for the back kitchen bathroom, and also the dorm and bathroom for the Head and Assistant Head kitchen. The prayer chas, at closing, shall be responsible for the dorm and bathroom of the spiritual directors. The BUR and floater cha, at closing, shall be responsible for the Rector's room and bathroom. (Adopted 9/7/2001)
27. In case of emergency, 911 will be called by Assistant Head cha. Adopted at regular Secretariat meeting 11/2/2007

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**Responses to inquiries and spontaneous evidences
regarding empowerment of the Holy Spirit.**

In the case with a candidate or team member who spontaneously demonstrates an outpouring of the Holy Spirit "in public" , a Spiritual Director must explain what has happened with scriptural reference and then move on with the schedule.

In the case with a candidate or team member who inquires about the Holy Spirit; Generally, those persons should be directed or invited to stay behind in the next chapel service to be ministered with or counseled by a Spiritual Director. In either situation the Spiritual Director must seek to "bridge the gap" between churches by explaining that some churches describe this empowerment as "baptized with, by or in the Holy Spirit" ; other churches describe this empowerment as becoming ready for each of us to do His work on earth that God planned for us. In either case, this is a demonstration of Piety, which is complete surrender of one's whole life to God.

The Spiritual Director will explain that salvation makes us ready for Heaven. The Holy Spirit was sent to finish the work of the ministry and to get our faith to come alive. 1 Corinthians 12:7-11, It is He who bestows His divine empowerment's upon those willing to use them. John 20:19-23, Luke 24:49, It is Jesus who inbreathed the disciples with the Holy Spirit, as examples.

This is not intended to be an announcement, a "teaching" or meditation or part of the "script" for a weekend. We pray "Page 14" earnestly and seek the genuine spontaneous moves of the Holy Spirit. We do not seek or approve planned teachings or orchestrated events on this subject by "man" apart from the "script" (rollo's and meditation's)

1. Be flexible. Move past the familiar. He releases new authority as we are willing to receive and use it.
2. Be prophetic. We must hear the word of God for **now**.
 - a. We must be awake.
 - b. We must desire to hear Him.
 - c. We must believe we have the ability to hear Him. "My sheep hear my voice."
3. Be obedient, "You shall be my witness", Acts 1:8
4. Develop progressive faith. Little faith becomes great faith, then most holy faith. 2 Corinthians 13:5
5. Act upon our **spiritual gift** that is **in** us. 2 Timothy 1:6, "Fan into flame the spiritual gift which is in you."

Adopted at regular Secretariat meeting October 2004. To be included in Practice and Policy
Manual of Georgia Mountains Tres Dias.

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AGREEMENT

In order for the Rector and the Georgia Mountains Tres Dias Secretariat to put words to our shared values, expectations and commitments, and with the objective being of avoiding unspoken agendas and disappointing results, it is mutually agreed that a clear communicated understanding is invaluable for resolving possible conflicts constructively, and for placing the upcoming weekend on a path that will meet our mutual objectives.

Therefore, we further agree to the following values:

- The mutual call is for the Rector to lead a Georgia Mountains Tres Dias as set forth in the Script and Schedule.
- The Rector is the authority over the weekend, but that he/she agrees that the following must be done in compliance with the International Tres Dias Essentials, and the Policies and Procedures of Georgia Mountains Tres Dias:
 - ✓ The Rector is to read, become familiar with, and follow the Essentials and the aforementioned Policies and Procedures.
 - ✓ The Rector will strive to help the Secretariat build the Community's leaders.
 - ✓ The Rector will follow the script and the schedule as prescribed by the Georgia Mountains Tres Dias Secretariat.
 - ✓ The Rector will not invite anyone to serve on the team until they have been approved to serve.
 - ✓ The Rector will honor Tres Dias inter-denominational traditions, and will refrain from bringing his/her own denominational traditions and practices to the weekend.
 - ✓ The Rector (during the team meetings) and the Secretariat (during scheduled sessions) jointly, will be responsible for and emphasize the overall training of Heads and Professors.
 - ✓ The Secretariat will provide a member of its body, selected by the Rector, to be on the Team to assist the Rector and team members with any problem that might arise.

Now, with the objective being to provide mutual understanding and assurance between both parties, this document is hereby signed this _____ day of _____, 20____.

RECTOR

CHAIRMAN, GMTD