

GEORGIA MOUNTAINS TRES DIAS

ABOUT THIS MATERIAL

This material is used by Men and Women. Male pronouns (he, him, his, etc., are a convention of convenience and are understood to mean both male and female.

This material does not replace the Georgia Mountains Tres Dias Practice and Policy Manual or the Essentials of Tres Dias. Please review these two documents in addition to this manual.

**Thank you,
SECRETARIAT
GEORGIA MOUNTAINS TRES DIAS**

PROFESSORS

Please remember that there are no “stars” at a Tres Dias. From the spiritual director to the kitchen to cha-chas to professors to the rector, every job is as important and as vital as another. The Lord has chosen us for our particular job and to do it as well as we can is to bring praise to HIS name. A team member should be:

A mind through which Christ thinks.
A voice through which Christ speaks.
A heart through which Christ loves.
A hand through which Christ helps.

1. Be a candidate. The more experience that you have, the harder this will be. Also be yourself. God wants to use your personality – that’s why He chose you.
2. Be honest. If you are asked, “Are you on the team?” or “Have you been on a weekend before?” answer truthfully. Do not be deceitful or evasive, yet don’t volunteer more than was asked. NO SECRETS.
3. Follow the rector’s directions. Be first to sit down, stand up, in the chapel, to sing, to be quiet. Your example will be multiplied. If you are a minute late getting to your seat, 42 others may also be a minute late.
4. Take notes for every talk, including Sunday.
5. Participate fully at your table. Do not try to avoid writing the summary, drawing on the poster, presenting either one. You are a “candidate”.
6. “Silent” professor is a figure of speech, just be a normal candidate in your participation.
7. Get to know the candidates quickly. Get to know them by name. Listen to them.
8. Help to build “table identity”, “table spirit” and “community”. Give God the opportunity to work.
9. Never leave your table unless the other professor is there. At least one of you should be present at all times. Keep conversations going during breaks.
10. Each day, but especially Friday and Saturday night, get together with your partner to briefly discuss your table before the team meeting. Advise rector of problems early.
11. If you write palanca to one candidate at your table, write to all candidates at your table. Avoid writing palanca on the weekend.

SILENT PROFESSORS

You are a key ingredient to the success of the weekend. You are not placed with candidates to be silent. You have a very important job. It is easiest if you just tell yourself “I am a candidate”. Take lots of notes, be attentive to everything, and be sensitive to the candidates. Pray for them as you observe their special needs or hang-ups. Also be in prayer for your speaking professor. Be a part of the community at your table. Help with posters and discussion. If you are dominate, you will help to keep things moving, keeping the discussion on the talks. Don’t allow wandering off into deep discussions not related to the talk. The dominate professor will be in charge of the table. Help get discussions started by asking questions that lead to more than a “yes” or “no” answer.

DISCUSSING A ROLLO

Your table group, at the beginning, will consist of up to nine individuals. As with any new group of people, there will be a tendency for everyone to try to “size up” one another. Consequently, don’t expect too much from the early rollo discussions. It will take time for the table to come together. You can risk the desired outcome by trying to rush things or push someone faster than he is ready to go. Give God a chance to work at the table. What usually happens after the Ideal talk has been given is that everyone at the table kind of looks at everyone else to see who is going to start. So, solve the problem and YOU be the one to begin. Open with a question that will require a statement as an answer, such as “What did you get out of that?” or “What do you think?”.

As the talks progress, be sure that everyone at the table is brought into the discussion. Some people won’t need help. Some will talk too much. Others will never respond unless YOU bring them in: “Charles, you seem deep in thought, what do you think?”

As a table leader, you do need to evaluate how things are going with each person, but you do not judge the person. You may have someone at a table that is truly behaving in an obnoxious way. You need to love that person and pray for that person, and yourself, more than anyone else. There is a danger that you may exclude someone at the table who is difficult to like.

As much as you can, compliment each person who contributes something to the discussion. By doing this, you will be telling each person that their ideas are OK, they’re on tract, you approve. The approval will help all of them to get bolder and offer even more thoughts. Everybody has thoughts and opinions on everything – the goal is to get them to express them. Remember that in order to give an opinion, the person giving it is running the risk of being rejected and maybe even embarrassed by the group. Many people have never encountered anything but criticism from family and friends whenever they

have tried to express what they think or feel, and so have adopted an attitude of “no more”. If you find it difficult to see the value in what was offered, remember what you are really approving and reinforcing is the willingness to try, to risk.

Don't let silence at the table scare you. There is nothing wrong with some time to reflect before speaking. Also, silence can be a tool that you can use. Instead of leading off as usual with a question, just sit back and stare into your notebook and wait. People don't like silence. It's very uncomfortable. Somebody will break the silence which is what you want – to get the others talking. Use your table partner. Ask your partner leading questions as a way to get others into the conversation. You may want to say something that you know people will disagree with just to get different points of view or to get folks talking. Above all, be yourself. You will be a key in creating an atmosphere of love, joy and His Peace. Enjoy this position.

BEHAVIOR PATTERNS IN GROUP DISCUSSIONS

HECKLER	Aggressive, argumentative personality. Basically insecure, unsure.	Don't let person upset you. Try to find merit in one of his points. Express your agreement and move on
OVERLY TALKTATIVE	You'll find this person is usually one of 4 types: 1. an eager beaver. 2. a showoff 3. exceptionally well informed and anxious to show it. 4. just plain talkative	Wait till he takes a breath, then thank him and refocus attention on the subject. Slow him down with a difficult questions or "that's interesting, now let's see what the group thinks."
WON'T TALK	May be bored, timid, superior, indifferent, insecure	Bored/indifferent: ask opinion to arouse interest. Superior: give respect for experience, ask him to share with us. Timid/insecure: compliment him.
WRONG	Misinformed, doesn't understand topic, and can't make himself understood.	If confused, say "now let me see if I have what you mean" and tactfully restate clearly. If misinformed, thank him and then ask for another comment on the same subject. This permits a member of the group to correct him.
PERSONALITY CLASH	Rub each other the wrong way. Too much emotion on a particular topic.	Compliment both on their contributions and enthusiasm. Emphasize the points of disagreement. May want to question reason for strong feelings. Redirect attention to topic at hand. Involve others in discussion.
SIDE CONVERSATIONS	May have trouble getting into main discussion. May be rude, bored, superior, and indifferent.	Direct a question at him by name to redirect attention. Direct a question at another person to whom he is speaking to break up the "party". Ask him by name to share his comments with "I am sure they would be of value and benefit". Remind others to hear what he has to say.

DISCUSSION POINTS

IDEAL

What qualities are our greatest assets as humans? When are we operating at our highest level of activity? Are we happy with the choices we have made so far? What is my/your goal or ideal in life?

CHURCH

Institutional visible church is a mystical body. The church was founded by help men live their lives according to God's plan. Today what things govern the way men live their lives? How can the church regain or reestablish its influence over men's lives? What is the place of an individual in the church? What can and should the individual do?

PIETY

What is true piety? How does one go about acquiring it? Note: In discussion "false piety", avoid personalities and judgments of people: Hate sin, love the sinner.

STUDY

Why is study important? What is the purpose of study? What factors may be obstacles to us studying? What things should be studied?

ACTION

What is a disciple? What is a disciple's action? How does it differ from "good works"? Why do we need to act? What kinds of action are there? What kinds of preliminary plans are suggested to try to assure effective discipleship in action?

LEADERS

Who or what is a leader? Is everyone a leader? What special attributes does a Christian leader possess or need to develop?

ENVIRONMENT

Where, what, or who is our environment? How do we, how should we work in it?

CHRISIAN COMMUNITY

Importance of being part of a team of disciples. Need for linkages and support with/from other disciples. How to avoid being a lone ranger. How do you see yourself in the visible church? How do you see yourself in the invisible church?

FOURTH DAY

What means are suggested to help persevere. What problems should we be looking for in our 4th day? How do we keep in touch with Christ? How do we keep in touch with one another?

PLUS – ADD YOUR OWN TO FIT THE PERSONALITY OF YOUR TABLE.

The sample below is a copy of the discipleship guide which is to be distributed to the candidates and professors by the table chas before the Life in Grace rollo. The rector will give the table chas the directive to distribute these guides at the appropriate time. After the Life in Grace Rollo is complete the Rector will ask the Lay Leaders “Professors” to help explain the Discipleship Guides to the candidates. YOU will need to be prepared to discuss the Discipleship Guide and how to fill it out. Please have the candidates place their name on the Guide and have them write in “with pencil” the amount of time they will commit in completing the items listed under the YOUR PIETY section. For example, they may want to write down they will commit to completing a “self examination” daily or weekly. They may also want to write down they will commit to “Intimacy through Prayer” 15 minutes a day. Whatever time frame the candidates choose, it needs to be their decision and should be obtainable.

DISCIPLESHIP GUIDE

<u>YOUR PIETY</u>	<u>YOUR STUDY</u>	<u>YOUR ACTION</u>
<p>“Present yourself to God as a living holy sacrifice – well pleasing to Him.”</p> <p>Self Examination _____</p> <p>Confession _____</p> <p>Praising Him _____</p> <p>Intimacy through Prayer _____</p> <p>Listening to Him _____</p> <p>Enjoying His Presence _____</p>	<p>“....so that you may be thoroughly equipped for every good work.”</p> <p>Bible Reading-Allow God to speak to you through His Word.</p> <p>Strive to set aside time everyday to study His Word and thereby find His direction for your life.</p> <p>Seek Advice-Ask your pastor and other maturing Christians to recommend other resource materials.</p>	<p>“Do not merely listen to the Word, and so deceive yourselves. Do what it says.”</p> <p>Expect the Lord to manifest His life through you to.....</p> <p>Your family</p> <p>Your work</p> <p>Your Church</p> <p>In community</p> <p>Your friends</p> <p>Tres Dias</p>

Always consult with your Heavenly Father about your piety, your study and your action.

The Discipleship Guide is to assist you in planning for continued growth through practices of devotion – study of the Christian ideal and a life of love and piety. All times should be obtainable and realistic and private.

YOUR PIETY

- A.** Morning Offering.
Turn your day over to the Lord, first thing. (We need to do this daily.)
- B.** *Personal Prayer Period.*
Set an appointment with God. (Share when your special time is.)
- C.** *Worship.*
A time to honor God, to praise Him, to have conversation with Him, to listen to Him. This is not the time for our petitions). Listen to some praise music.
- D.** *Communion. (The Lord's Supper)*
We should receive and partake – examine yourself – awareness of our sin should not keep us away, but should drive us to participate.
- E.** *Helping others.*
When you see needs and hurts in others, you can supply answers and comfort once the Lord has shown you.
- F.** *Altar visits.*
Aside from the obvious visits to the altar in our church, we need that personal and private place to go.
- G.** *Examination of Conscience.*
Don't end your day or go to bed with unfinished business with Jesus. Just say, "I messed up – please forgive me."
- H.** *Spiritual Direction.*
Seek Godly counsel, ask "What Jesus would say or do?" (God, Pastor, Christian friend.)

YOUR STUDY

Don't just read good books, read the best, "God's Word". "Know the truth, and the truth will set you free." And don't just read the Word, study and meditate upon it. The Word will come alive for you.

YOUR ACTION

We are called to be "fishers of men", to go out and help others through the power of the Holy Spirit. What have you done to extend the Kingdom of God – in your family, in your profession, in your environment, in your church, in your group, and in your secuela.

On the back of the card: REUNION GROUP. This is a good guideline to use when you start a new Reunion Group. Begin with prayer, share your adventures and experiences of the week in piety, study and action.

OVERVIEW OF ROLLOS

FRIDAY

Ideal.

What it is to be a man – the need for an ideal.

Grace.

Christian life is life in God's grace. It describes how we must have a personal relationship with God, the Father, Jesus, and the Holy Spirit.

The Church.

Church is the connection between life in grace and the real world.

Holy Spirit.

God is ready at all times to help those in need. What it is to be a Christian. Palanca is introduced during this rollo.

Piety.

The key talk of the first day, it sums up the preceding talks and presents the response to being a Christian which involves directing one's whole life to God.

SATURDAY

Study.

A good convicting talk to most of us as to where we need to be in our study. It should help to see the need to study.

Sacred Moments.

This talk places meaning of the sacraments in everyday living. The reality of Christ's love in the crucifixion is emphasized here.

Action.

Without action, piety cannot stay alive. It is a means of bringing men to Christ, helping them to live the life of grace.

Obstacles to Grace.

Presents obstacles that will draw Christians away from their ideal, and shows us how to avoid them.

Leaders.

A person who now knows Christ well and is following Him! His life centers on Christ and will be able to influence those around Him.

SUNDAY

Environment.

This talk shows the candidates how to work effectively in their environment and to bring others to Christ.

Life in Grace.

The means of tackling the environment as a Christian. This talk shares about the discipleship guide. Listen carefully, the discussion is important. It helps the candidates to have some structure in developing their relationship with Christ.

Christian Community in Action.

This talk brings together all talks giving a clear picture of how to bring others to Christ. Challenge them to be a living, not passive member of the body of Christ.

Security in the Fourth Day.

How to maintain what they have found in Tres Dias. Explain group reunions, secuelas, etc. This talk presents a picture of what a person is like who uses the methods and visions presented on the Tres Dias weekend.

KEY WORDS FOR EACH DAY:

Thursday:	Low key! Non-threatening.
Friday:	Don't push. Forget your own expectations.
Saturday:	"Community Building Day" "Coming Alive"
Sunday:	"Encourage" and "Challenge"

All talks on Sunday should challenge them to go back into their world – pointing others to Christ and serving Him with a new joy and excitement and being a good leader in their own church.

TRES DIAS: THE WEEKEND ESSENTIALS

The Essentials of the Weekend Phase

1. The weekend 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 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 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. The Spiritual Directors should be qualified to teach and counsel in spiritual matters.
3. At least one of the Spiritual Directors on the Weekend should be ordained and be authorized to regularly celebrate Holy Communion by his/her denomination. For the purposes 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. 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.

7. That the Rector must 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 critiques ALL Rollos.
9. That the TRES DIAS weekend be an intensive three-day program lasting approximately 72 continuous hours.
10. That the team and candidates live in a cloistered environment for the weekend. The cloister starts at the Rector Introduction and ends after the Apostolic Hour or before the Closing.
11. That lay-talks may not be given by clergy, and Spiritual Director talks may not be given by a lay person.
12. That the Weekend begins 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** meditation, (or alternatively, or a women's weekend, the Hosea-Gomer account as recorded in Hosea 1—3, or the account of the woman caught in adultery, as recorded in John 8:1-11) given by clergy
13. That the first day of the Weekend will have the following agenda:
 - **The Three Glances of Christ** meditation given by clergy
 - The **Ideals** Rollo, given by a lay person
 - The **Grace** Rollo, given by clergy
 - The **Church** Rollo given by a lay person
 - The **Holy Spirit** Rollo, given by clergy
 - The **Piety Rollo**, given by a lay person
14. That the second day of the Weekend will have the following agenda:
 - The **Figure of Christ** meditation, given by clergy
 - The **Study** Rollo, given by a lay person
 - The **Sacred Moments of Grace** Rollo given by clergy, followed by Holy Communion
 - The **Action** Rollo, given by a lay person
 - The **Obstacles to Grace** Rollo, given by clergy
 - The **Leaders Rollo**, given by a lay person
15. That Chapel visits by each table occur the afternoon of the second day.
16. That the third day of the Weekend will have the following agenda:

- **Christ's Message to the Pescadores** meditation given by clergy
- The **Environments** Rollo, given by a lay person
- The **Life in Grace** Rollo, given by clergy
- The **Christian Community In Action** Rollo, given by a lay person
- The **Reunion Groups** Rollo, given by a lay person
- The **Security In The Fourth Day** Rollo, given by a lay person
- The Apostolic Hour
- The Closing

17. That chapel visits by each table occur the morning of the third day.
18. That table discussions follow 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 must be developed and fostered during the TRES DIAS weekend, as opposed to a coercive or manipulative environment.
25. That the schedule allow 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. The sponsoring Secretariat encourages the community to participate in the weekend through spiritual and service Palanca.

TRES DIAS VOCABULARY

ABRAZO	Ad-bra-zo. Literally a hug; used to describe the traditional Christian greeting, the brotherly embrace.
CANDIDATE	CAN-DI-DATE. One who is making a Tres Dias weekend and will become a pescadore.
CHA	CHAH. Origin unknown Cha-Cha. A fast, rhythmic, Latin American dance. In Tres Dias, the name given to those on the team to serve on their feet. There are kitchen chas and cha-chas who are outside the kitchen.
CLAUSURA	CLAW-ZOO-RA. Literally, closing. The end of the Tres Dias and the beginning of the 4 th Day. The melding together of the weekend community with the community at large.
DE COLORES	DAY-KO-LOR-RACE. Literally, “of colors”. A traditional greeting in Tres Dias. An expression of great joy. Also, the name of a song which has become the theme song of Tres Dias.
DECURIA	DAY-CURE-EE-YAH. A small discussion group (the table). Also, the evening period on Tres Dias when rollo summaries and posters are presented.
FOURTH DAY	FOURTH DAY. All the days of a pescadore’s life after Tres Dias.
PALANCA	PAH-LAHN-KA. Literally, a lever, equivalent to the American terms “pull” and “influence”, “clout”. In Tres Dias, palanca is an expression of agape love through sacrifice, self-denial and self-giving.
PESCADORE	PACE-KAH-DOOR. Literally, a commercial fisherman (in contrast to sport fishing which is recreational). The name given to one who is making or has made a Tres Dias weekend. What Jesus calls us to be.
PROFESSOR	PRO-FESS-SORE. One who professes in an academic environment, a speaker, a teacher. The name given to one on a Tres Dias team whose job is to deliver a rollo. A “silent” professor is one who is a table leader as is a professor, but who does not deliver a rollo.
RECTOR	WRECK-TORE. The person in charge of a Tres Dias team. Used in the academic sense rather than the clerical sense.
REUNION GROUP	REE-YOUN-YUN GROUP. A group of three to six people who gather regularly each week to share in their Christian lives and to help one another persevere.
ROLLISTA	ROY-YEES-TAH. One who gives a rollo.
ROLLO	ROY-YO Literally, one who rolls along (as a log). Loosely, a long boring talk which seems to roll on and on forever. Used to describe the talks or lesions of the Tres Dias.
SECRETARIAT	SECK-RA-TARY-AT. The group of elected officers of a Tres Dias community who coordinate the sponsor the weekend.
SECUELA	SHE-KWAY-LAH. Literally, a sequel or continuation.
SPIRITUAL DIRECTOR	Member of the Tres Dias weekend team who are clergymen as opposed to laymen.
TRES DIAS	TRACE DEE-YAHS Literally, 3 days. The name chosen for the non-Catholic movement based on the Cursillo.

OUTLINE OF A TRES DIAS WEEKEND

THURSDAY PREPARATION

Prepare for weekend.

Receive and organize food.

Clean Camp of Colors and set up equipment and supplies

Put up signs as needed.

Complete room assignments.

Prepare for candidates.

Candidate reception and registration.

Fill out information sheets.

Fellowship time.

Spiritual retreat, chapel visit and meditations

RECTOR'S ROLLO

Tres Dias is an answer to problems of the individual and the world.

Three things required for Tres Dias – A spirit of:

1. Idealism: attitude that great things are possible on this weekend.
2. Dedication: willingness to put forth an effort to make the weekend worthwhile.
3. Love (Charity): Concern for each other and for God.

Explain mechanics, rules, history, etc., of the weekend.

KNOW THYSELF MEDITATION

Why are you here?

Examination of past life.

Introspection.

PRODIGAL SON MEDITATION

God not only loves us and forgives us when we turn to Him; He even runs ahead and seeks our return.

Team Meeting

FRIDAY – BASIC PICTURE OF WHAT THE CHRISTIAN LIFE IS: LIFE IN GRACE

Continuation of silence, morning chapel, third meditation

THREE GLANCES OF CHRIST MEDITATION

How the rich young man, Judas, and Peter, responded to Christ's glances.
Christ is looking at you, how will you respond?

Breakfast and jokes

Table assignments

Photograph

Introductions

The Rollos

IDEAL

GRACE

Lunch and jokes

THE CHURCH

THE HOLY SPIRIT

Chapel visit, meditation, and explain Prayer Palanca.

PIETY

Rector gives "Miner's Story".

Chapel visit

Dinner and jokes

Decuria summary and poster presentations.

Chapel visit - Pastor's meditation and distribution of hearts

Team meeting

SATURDAY – THE MEANS OF LIVING THE CHRISTIAN IDEAL

Morning chapel, fourth meditation

THE PERSON OF CHRIST MEDITATION

Emphasizes the here and now Christ, not the historical figure of two thousand years ago

Breakfast and jokes

The Rollos

STUDY

Rector talk about prayer and table chapel visits.

SACRED MOMENTS OF GRACE (DAYS IN THE LIFE OF A CHRISTIAN)

Lunch and jokes (kitchen skit).

ACTION

Chapel visits by tables.

OBSTACLES TO GRACE

LEADERS

Dinner and Serenade

Decuria summary and poster presentation.

Chapel visit – Forgiveness hearts are nailed to the cross, then burned.

Team meeting

Note: Rector may decide to shorten decuria immediately after serenade, and then have the chapel visit.

SUNDAY – APPLYING THE LESSONS OF TRES DIAS TO DAILY LIFE

Breakfast – no jokes.

Morning chapel and fifth meditation

CHRIST’S MESSAGE TO THE PESCADORE MEDITATION

Christ’s instruction to “go forth and bear fruit”.
Maintain contact with Christ and with each other.

The Rollos

THE ENVIRONMENT

Distribute Service Cards.

LIFE IN GRACE

Discuss and complete Service Cards.

CHRISTIAN COMMUNITY IN ACTION

Dedicate Service Cards at tables in Rollo Room.

REUNION GROUP

THE FOURTH DAY

Distribute palanca letters.

Receive crosses and challenged that “Christ is counting on you”.

Clausura (closing)

Pescadores

What did you gain from Jesus this weekend?

What does Jesus Christ mean to you now?

Introduce spiritual directors and team.

Introduce Chairman of GMTD

STRUCTURE OF TRES DIAS

Tres Dias (three days) is essentially a non-Catholic version of the Cursillo de Christianidad (short course in Christianity), which originated in Spain a number of years ago. 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 when they looked around them they saw Christians who did not live for Christ, and they saw a church that was organized to meet all possible needs, but still 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 men it needed -- men who would have a deep dedication to Christ and to bringing all men to Him -- men who would undertake a regular program of formation in Christianity, and who would make their Christian life conscious and vital - men who would understand how to be part of a unified discipleship effort.

ROLE OF THE TEAM MEMBER

What are we trying to achieve in Tres Dias? First, and foremost, we are trying to build a community - a community abounding in love, joy, and peace. Then too, we are also trying to achieve an example of Christian life, especially in the three aspects of piety, study, and action.

To form this community, and to provide an example to the candidates of the Christian life, the team must itself be a community before the weekend of Tres Dias. On Thursday night, when the team arrives, it must be a formed community.

The team forms itself by discussing the talks, by sharing in the liturgy, and by making group reunions with each other. (The team meetings are a form of group reunion.) On Thursday night, the team members spread out among the candidates, and thus begin the formation of a larger community of the Tres Dias weekend. They do this in the same way as they formed the team. We have discussion, sharing in communion, and we develop an understanding of each other. Our hope for the weekend is to evoke a commitment from each one of the candidates. This commitment doesn't involve Tres Dias as such, but rather a larger community - the outside world. The candidates will branch out into the world and have an effect on it. They will try to form the world in which they live into a Christian community. So, you see, the team which comes to Tres Dias on Thursday night is the core of a new Christian community which will be formed in the weekend.

If you're like most pescadores, you don't remember everything that happened on your weekend as a candidate, so a bit of review might help to give you an idea of what the team members should be doing.

The weekend begins at the moment when the first candidate arrives on Thursday night – and that’s when the team members’ work begins. Team members should arrive early on Thursday, and should be present to greet the candidates as they arrive. The team creates a welcoming atmosphere, an atmosphere which suggests that this is a good place to be, regardless of the reasons the candidates might have for being there.

You will probably remember how apprehensive you were on Thursday night when you began your weekend as a candidate. Somebody, somewhere along the line, talked to you and helped you to feel like one of the group that night. This is the role of the team member on Thursday night! Draw the candidates and get to know them. Your major job as a team member is to get to know the candidates.

There are 4 major things to remember for Thursday night:

1. Be friendly.
2. Do NOT hug ANYBODY.
3. Do NOT use Tres Dias terms.
4. Do NOT group up with other team members.

During send off, sponsors arriving with their candidates will see that they are signed in and complete an information sheet. Each candidate’s name will be called, and as each name is called, they will be directed outside . After all names are called, the community will come out to sing “De Colores”.

Your work as a team member begins immediately after the Candidates arrive at the Camp of Colors. You start by doing the little things. The reception at the Camp of Colors provides a good community-building setting. When you’re eating and sharing with each other, people will be drawn to each other. It is *very* important that you avoid congregating with other team members. Mingle with the candidates. Begin to get to know them.

Team members are always the leaders. In the prayers, the singing, moving from one place to another, answering the bell promptly - in all things, they are the leaders. They (you) are to set an example that is always positive. **BE IN YOUR ASSIGNED PLACE** and be there **ON TIME**.

On Thursday night, after the initial meeting, the spiritual retreat begins. To quote from the Cursillo Leaders’ Manual, “The aim of the spiritual retreat is to awaken the moral conscience of the pescadore and make him feel the desire to be in God’s grace as a result of careful self-examination.” The idea of the retreat is to know yourself, to look into yourself, and to check up on your personal relationship with God.

The retreat is a very important part of the weekend. When the silence begins, we go to the chapel for the meditation, and then retire for the night. **Team members must remember to set an example for the candidates during the silence!** Don't be talking among yourselves. Be a leader in the retreat, as in other phases of the weekend.

On Thursday evening, there is a team meeting. Like all team meetings, it is held in strict confidence. This is an extremely important point. At this meeting, final table assignments are made. Initial assignments will have been made on the basis of the contents of the applications; however, these assignments will often need to be adjusted after you have gotten to know the candidates a little.

After the Thursday night team meeting, there is not likely to be any problem in getting people to bed, because there's nothing else to do. Remember as you return to the dorms to maintain the silence. It is probably appropriate at this point to mention the necessity of sleep during the weekend. The aim of the weekend is not to tire the candidates or to wear them down, and it is not good for team members to overextend themselves either. Get as much sleep as you can! On the other hand, if someone is pouring his heart out to you at 1:00 in the morning, don't say "I'm sorry, but I've got to go to bed." Sleep isn't that necessary. Stay with him as long as he needs you; but when the talk turns to baseball, sewing, skiing, or other incidental topics, then you can say, "I think it's time to get some sleep."

Friday morning is a continuation of the retreat. When you rise, you're still in silence - and the team members are still the leaders. Set the pace for the candidates. The silence continues to bring them face to face with themselves. The chapel is subdued at this point so that it can grow with the community. As the team and candidates gradually form a community, the unity and love that is found can be expressed more fully in each day's chapel service.

After the chapel the silence is broken, and it is time for breakfast! At the breakfast table, get to know the people across from you, and the ones next to you. This is another chance to build community by getting to know each other a little better. Always try to sit with someone new at each meal.

Before finishing breakfast, there is usually a time for telling jokes. Jokes are a great way for people to stand up and share themselves. It is wise for someone on the team to start so that a proper tone can be set. Jokes should be in good taste. They should NOT be unclean - sexually, religiously, racially or ethnically. After breakfast there may be free time. The role of the team members during free periods in the weekend is very important. These free periods give team members and candidates a chance to meet "eyeball to eyeball" - on a one-to-one basis. Make yourself available to the candidate during this time - don't congregate with other team members in a corner somewhere to discuss talks, candidates, the weekend, or whatever. Get with the candidates, and do your talking to them. This is also time for the group

picture to be taken.

At the first session in the morning the candidates introduce themselves along with the table leaders. They are then seated according to the table assignments made the previous night. Table leaders should concentrate on building community at the table at which they are seated. Community building starts at the table, but it will grow through the entire weekend. The candidates are grouped at the tables according to diverse ages, occupations, denominations, and any other factors that may help them to learn from one another in their discussions.

The Ideal talk is first. As is true of all laymen's talks (except Piety), Ideal should not last more than twenty minutes. This is because the dynamics of the weekend don't necessarily go on when the professor is speaking. For the most part, the community building occurs during the table discussions. Candidates share ideas, and build upon one another's ideas. Very often, what the candidates say to one another is more important to the group than what was said by the professor. Thus, it really isn't necessary to give a long talk. If the Rollista can say what he has to say in twenty minutes, that's just fine! We all reach a point of maximum effectiveness, at which we should summarize and quit before the talk begins to drag.

As you mix with the candidates, practice the art of creative listening, regarding which Karl Menninger says: "Listening is a magnetic and strange thing." It's a creative force. The friends who listen to us are the ones that we move toward. When we are listened to, it creates us, makes us unfold and expand. Ideas actually begin to grow within us and come to life. It makes people happy and free when we listen to them. When we listen to people there is an alternating current and this recharges us so that we never get tired of each other. We are constantly being recreated. Listen with affection to anyone who talks to you. Try to know them without your mind pressing against theirs, or arguing or changing the subject. Your attitude should be "tell me more". Ask questions, be interested and listen to him.

As a team member, remember to change places at each meal, try to get to know other candidates better. Try to talk about the events of the day, perhaps on specific talks or posters. Again, little acts of kindness at mealtime are very important. The worst thing that could happen to you as a team member would be just to play a role. Perhaps the most important thing you can do as a team member is just to be yourself - entirely yourself.

On Friday afternoon we have the introduction of palanca, which is a very high point for many of the candidates. Up to this time, some of them probably haven't gotten a thing out of the weekend. Now, all of a sudden, this palanca thing comes along, and they begin to realize that the Holy Spirit is alive, and that He's working through other people. This will be a new experience for most of them, and it sometimes gets to them. We are not looking for a lot of emotion, but for a relaxed atmosphere. If you see someone who has a problem controlling his emotions, it may be best just to leave him alone.

The Cursillo Leaders' Manual states: "One of the main points of resistance in the Pescadores will usually stem from his shying away from 'their desire to convert me.'" At this point in the weekend, the candidate doesn't want to be converted, so don't force him. Let the Spirit work. It is God, not you, who changes the lives of people. "Man proposes, but God disposes." (Proverbs 19:21, The Living Bible).

Up to this point on Friday the weekend is pretty well subdued, and we're just trying to build community slowly. If we try to build it too fast, we could lose some of the candidates. We would like to have them all run at the same pace, and get to the finish line at the same time. We don't want to leave anybody behind on Sunday night; we want to have them all there, so we build community gradually. If there's a person who is a little bit slow in reacting to the weekend, he may feel isolated and left out of the community. The more love, joy, and peace he sees around him, the more he may turn into himself and resist becoming apart of the group. The idea is to keep everyone in the community, to keep everyone moving at a rate that all can follow. In other words, the weekend should be geared to the slowest candidate, if this is at all possible. The safest way is to keep things subdued on Friday until after the Piety talk. .

The chapel visit after the Piety talk brings out the seriousness of the weekend, in that the candidates are there, not just for a fun weekend, but to make a commitment to Christ. Commitment is the theme of the visit.

When you get to decuria on Friday night, the whole group begins to experience a community feeling through the sharing, the applause, the laughing, and through each one relating to the group. At this point, we were more concerned about creating community at the tables, but at the Friday evening decuria, we begin to shape the whole community, involving each individual, not just in his table, but in the whole group. Your role is to be open to everyone that evening, to be charitable and encouraging, especially to those who are a little bit reluctant to get up and give the summary or talk about the poster. Whatever we do, we don't try to force them. If someone just doesn't want to do it, then let someone else do it. Maybe the reluctant one will come out of his shell on Saturday night.

After the evening session we have another team meeting. As was mentioned before, if you're talking to a candidate about himself or some problem he has, stay with him; skip the team meeting. This is also a

good time for the candidates to get some counseling from the pastors, who should be available at this time. The team members at each table should try to get together before the team meeting to discuss possible problems, the progress at their table or anything they might want to bring up at the team meeting. Extreme problems should be brought to the attention of the rector and the spiritual directors; don't try to handle them alone.

On Saturday, the chapel is a high point. It is blended in beautifully with the SACRED MOMENTS OF GRACE (DAYS IN THE LIFE OF A CHRISTIAN) talk. Actually, the whole Tres Dias weekend is simply a preparation of the community to celebrate the communion. At this chapel, we introduce the abrazo as a form of peace greeting, a very legitimate expression of Christian love.

On Saturday afternoon, each table is asked to make a chapel visit. The main chapel plus an auxiliary chapel will be used so that two tables at a time can go. The important element in this is freedom. The candidates should know, by our words and our actions, that they are free to express themselves as they feel. The dominate table leaders should start off the chapel visit with a prayer for the table: A “we” prayer as opposed to “me”. Focus should be on the table community. It is usual to pass a cross around during the chapel visit; however, it should be explained to the candidates that they may pass it on without saying anything. Don't expect every detail of the weekend, or of the chapel visits, to work out as you think it should be. Remember that, for the candidates, everything is great!

Saturday night, as dinner draws to a close, the Ladies/Men will surprise the candidates with their “Serenade”. For many of the candidates this will be a time when “walls” will come tumbling down. Often these emotional walls have been erected for years and their cracking is a wrenching experience. Many men will cry at this time, which can be a wonderful release of accumulated tensions. Others will want to, but will hold back the tears. This is okay too. There is no “right” or “proper” response. God and the Holy Spirit meet each of us where we are in a special individual way. Let them do their work in their way and in their time.

Following the Serenade the team and candidates will go to the chapel for the “Nailing” of the forgiveness hearts to the cross. This is also a time that many men will begin to accept and receive forgiveness for garbage that has been in their lives for years. For the team, this forgiveness should have been accomplished during the team meetings, so that this time is reserved for candidates only.

The Saturday night decuria is a blast! Everyone is happy after the Serenade and hopefully a lot of “baggage” has been left at the chapel service following the Serenade. And it is hard to get people to bed. This is one reason for the chapel visits. In a gentle way, it says, “This is the end of a perfect day.”

On Sunday, there is a tendency for the spirit of the weekend to drag. People are tired, the mechanics

of the discipleship guides aren't too exciting, the tight structure of the weekend is loosened, and the candidates' thoughts turn back toward home. This is where we come in and take the lead again. Keep taking notes, keep the discussions going, and encourage the candidates. After the life in Grace rollo, help the candidates with their discipleship guides. Suggest that they make a real commitment, but always something that they can live up to.

Encourage and guide the candidates toward making group reunions. Tell them how much it means to you -- being sure, however, that it really does mean something to you, so you can be honest about it. The success of the weekend may be measured largely by the attendance of the candidates at group reunions. Tres Dias is only the first step; the real work of the Christian community goes on in the Fourth Day.

At this point, some may be worried that they haven't gotten the message, or they may be concerned about how they will be able to live up to their commitments. It may seem as if the whole weekend is falling apart. Well, don't panic, and don't worry if it seems that someone hasn't gotten the message. If someone appears to be still in his shell, just let him be. If a person hasn't opened himself to the community by this time, any attention or concern you show toward him will only turn him further inward.

At this point the palanca letters are delivered to the candidates and team which for many is an emotionally overwhelming experience. It is also the point at which many candidates may discover what the weekend is all about. If not, do not be concerned -- God makes all things beautiful in His time.

Wait for closing, and just let the Holy Spirit work at His own pace. Some candidates will never respond, and some will respond only after the weekend is over; but we can never force a religious response from anyone. God always respects a person's freedom to love Him or not; how much more, then, must we respect each person's freedom to open himself to the Holy Spirit, to become part of the community, or not.

At the closing, the candidates begin to realize that they are part of a larger community of real, live Christians who really care about them. They see that living the Fourth Day is possible, because the people who came to the closing are living it.

CHA CHA'S GENERAL INSTRUCTIONS

1. All chas, except chapel chas, will line the halls whenever candidates move from place to place.
2. Remember you are there to serve. No candidate should ever get something for themselves. Also, they should not go off by themselves... but be sensitive... someone may just need a little space for awhile.
3. We want candidates to use rest rooms at appropriate times but don't make a big deal if someone needs to go at another time.

4. Your service area head should always know where you are. Do not get lost. Do not leave your area until all your work is caught up. If you get caught up and your head agrees to take some time off, agree on a time when you will return. Be sure to honor that time limit. Remember, you are not on the weekend for your own blessing but, but instead to serve and be a blessing to the candidates.
5. Any problems which come up during the weekend, which you cannot handle, go to assistant head cha.
6. All chas are to be at the Thursday night reception. You will be introduced to the candidates.
7. You may wear your crosses after the Piety rollo, so don't forget to bring your crosses.
8. Do not hug until after Saturday morning chapel.
9. Be an example for the candidates. When the bell rings, respond quickly, be silent during the spiritual retreat, be quiet and meditative in the chapel.
10. Do not ask special favors of other chas.
11. Be there on Wednesday night if possible to help clean and set up the Camp of Colors.
12. Remember smile, smile, smile, God loves you.....

DURING THE WEEKEND

1. Team members may have 10 minutes to greet spouses after serenade when all candidates have returned to the rollo room. At the end of the 10 minutes, the rector will ring the bell to alert all team members that they must return to their areas of service.
2. The script works. No deviations may be made from the script except with prior consent from the secretariat. Deviations specifically forbidden include:
 - a. Live crucifixion skits will not be allowed.
 - b. Balloons or banners cannot replace candles for the serenade. When serenade must be held indoors due to inclement weather, electric candles may be used in lieu of real candles. Real candles may be used outside only.
 - c. Holding the brides breakfast in alternate location to the rollo room or the kitchen will not be allowed.
3. There are to be no surprises planned for the rector by the team or the rector's spouse without being cleared through the secretariat.
4. With the exception of members of the community who are participating in serenade or closing, no one who is not a member of the team is to be allowed to remain at the camp or in the building during the weekend. This includes members of the community who may be dropping off palanca.

5. Members of the community who are not serving on the team are not allowed inside the kitchen during the weekend. If other members of the community need to speak to a member of the kitchen team, the team member should meet them outside of the kitchen.
6. Encourage the team not to give expensive or extravagant palanca to other team members during the weekend. Notes are much more appropriate than gifts. New team members sometimes feel excluded when others receive expensive palanca and they do not.
7. In the past, the “Marketplace” skit has been performed in the hallways by the kitchen chas on certain womens’ weekends. This skit is no longer allowed by the secretariat due to the disruption of kitchen duties. The large number of members required to perform the skit unfairly causes a skeleton crew in the kitchen to work harder and results in the kitchen team to getting behind. This means everyone on the team get less rest and increases the likelihood that team members will not want to serve on a kitchen team on subsequent weekends.

No excessive decoration is allowed in the hallways during the weekend. Anything that may impede foot traffic through the hallway by unnecessarily blocking the edges of the hallway is a fire and safety hazard. This includes anything that stands permanently on the hallway floor which may cause a tripping hazard. The Support Cha who is serving on the weekend has the discretion to ask that any excessive decoration which is deemed to be a fire or safety hazard be taken down.

Table Names

<u>Men</u>	<u>Women</u>
Paul	Elizabeth
Peter	Esther
John	Rachel
Luke	Rebekah
Mark	Ruth
Matthew	Sarah

PRAYER PALANCA FOR A ROLLO

Doing chapel prayer palanca is one of the greatest blessings you will receive at this Tres Dias weekend. You and at least one other person will go into the chapel with the rollista professor and a spiritual director. The four of you will offer up short prayers for the rollista professor, the rollo about to be given, and the candidates who are about to hear it. The rollista professor and the spiritual director will leave for the rollo room. From the time they leave until they return to the chapel, you and your brother will be in prayer for them.

Your prayer can be done in many ways. It really isn't important how you pray except that you be yourself. Don't try to be what you think someone else wants you to be. It is not how or what you do or say, but what your heart is pouring out. You may kneel, sit, lean on a bench or sit in a chair or on the floor, whatever way is comfortable for you. There is no "right" or "wrong". You don't have to be in physical pain and walk around the room as one person with a painful back condition did. You may pray both aloud, first one and then the other praying, or you may pray silently or a mixture of the two.

There will be a poster set up in the chapel with the names of everyone sitting at a table; candidates and team. You may look at it and pray for certain candidates or tables or team members or whatever the Holy Spirit directs and leads. Praying with a brother and feeling the Holy Spirit's presence provides you with a fantastic time communing with God, speaking to Him about the weekend and allowing Him to speak with you. You will develop a common bond with your palanca brother that you can't believe. Before you know it, your time will be up and the rollista and the spiritual director will return. You will have a prayer of Thanksgiving, giving thanks to God for the professor and the Lord's message through the rollo.

GENERAL PALANCA LETTER

General palanca letters are read during the pastor's Holy Spirit rollo on Friday afternoon after palanca is introduced. It is called a "general" palanca letter because it is one letter which you write to the entire group of candidates as a whole. The pastor chooses a few of these letters which he reads aloud during his rollo. Then all of the letters are posted on the rollo room wall for the candidates to read. All team members are to write a general palanca letter, professors should not sign their name.