

Team Leader Training Course 1: Mission of the Team Leader

Meditation:



Acts 1:12-14...Then they returned to Jerusalem from the mount called Olivet, which is near Jerusalem, a Sabbath day's journey away. ¹³ And when they had entered, they went up to the upper room, where they were staying, Peter and John and James and Andrew, Philip and Thomas, Bartholomew and Matthew, James the son of Alphaeus and Simon the Zealot and Judas the son of James. ¹⁴ All these with one accord were devoting themselves to prayer, together with the women and Mary the mother of Jesus, and his brothers.

Acts 2: 1-4 ...When the day of Pentecost arrived, they were all together in one place. ² And suddenly there came from heaven a sound like a mighty rushing wind, and it filled the entire house where they were sitting. ³ And divided tongues as of fire appeared to them and rested^[a] on each one of them. ⁴ And they were all filled with the Holy Spirit and began to speak in other tongues as the Spirit gave them utterance.

Acts 2: 42-47....And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. ⁴³ And awe came upon every soul, and many wonders and signs were being done through the apostles. ⁴⁴ And all who believed were together and had all things in common. ⁴⁵ And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. ⁴⁶ And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts,⁴⁷ praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.

Reflection:

The first Christian communities are our model for team life in Regnum Christi. The Epistle to Diognetus (A.D.130) describes them this way:

They live in their own countries, but only as aliens.

They have a share in everything as citizens, and endure everything as foreigners. Every foreign land is their fatherland, and yet for them every fatherland is a foreign land.

They marry, like everyone else, and they beget children, but they do not cast out their offspring.

They share their board with each other, but not their marriage bed.

It is true that they are "in the flesh," but they do not live "according to the flesh."

They busy themselves on earth, but their citizenship is in heaven.

They obey the established laws, but in their own lives they go far beyond what the laws required.

They love all men, and by all men are persecuted.

They are unknown, and still they are condemned; they are put to death, and yet they are brought to life.

They are poor, and yet they make many rich; they are completely destitute, and yet they enjoy complete abundance.

They are dishonored, and in their very dishonor are glorified; they are defamed, and are vindicated.

They are reviled, and yet they bless; when they are affronted, they still pay due respect.

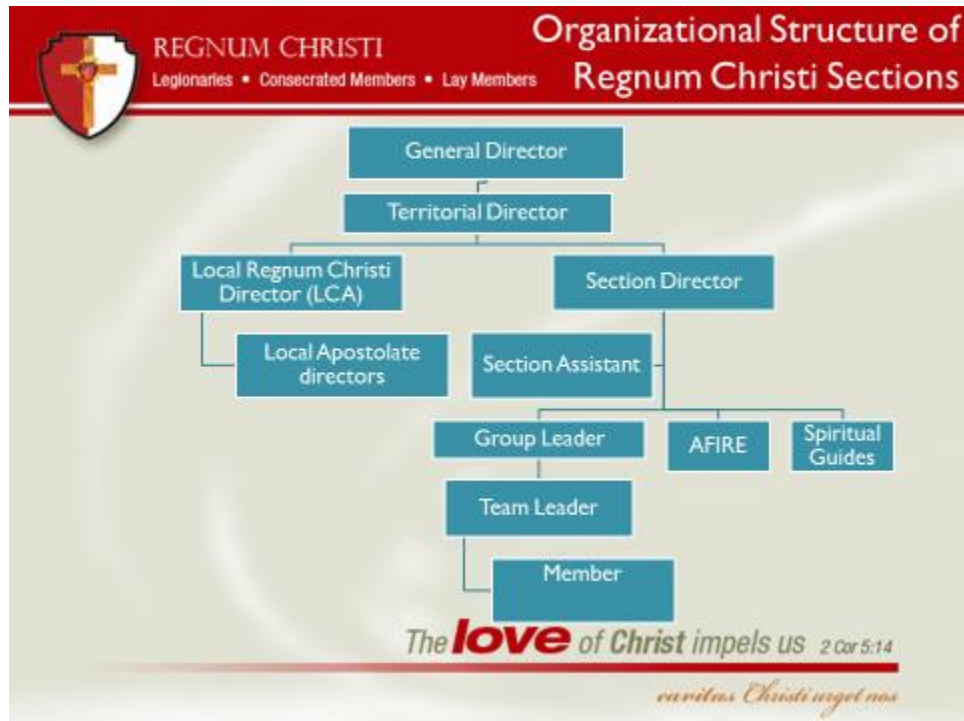
When they do good, they are punished as evildoers; undergoing punishment, they rejoice because they are brought to life.

They are treated by the Jews as foreigners and enemies, and are hunted down by the Greeks; and all the time those who hate them find it impossible to justify their enmity.

To put it simply: What the soul is in the body, that Christians are in the world.

The culture we live in has very few communities with these attributes. They should be true of every RC team. A team should be a place where the Theological virtues of Faith Hope and Love are alive and radiate to others. A team is more than the meetings we have for the Encounter with Christ. It is a community that together grows in knowledge, love and active living of God's love.

How does the team fit into the big picture of Regnum Christi?



Regnum Christi has two lines of organization: one hierarchical, and the other a line of consultation or coordination.

A. Lines of Hierarchy

The lines of hierarchy are:

The Holy Father: The Legion of Christ and the Regnum Christi Movement are organizations of pontifical right. That means that unlike many orders which are directed by the local bishop, the Holy See oversees the Regnum Christi Movement.

General Director: the seat of our General Direction (Directorate) is in Rome, as a sign of Regnum Christi's obedience and fidelity to the Holy Father and the Magisterium of the Church.

Territorial Director: Since the Movement is in so many places, it has been divided into territories. These territories are based on the number of members, rate of expansion and development of apostolates rather than geographical boundaries. A Territory could be several countries, one country or a portion of a country. Each Territory has its own Territorial Director and Territorial Committee. Our territory of North America includes the United States, Canada, the Philippines, Australia and Korea.

Section Director: The territories are divided into localities (usually an urban center or a state), which are in turn, depending on their size, divided into sections. There are separate sections for men and women. The head of each section is a section director, who directs, coordinates and inspires the section.

Assistant: The section director relies on an Assistant. This individual collaborates with the section director in the supervision, organization and coordination of the life and activities of the section, relying in turn on the help of the Coordinators (AFIRE teams) and the group leaders.

Group Leaders: After the section director and assistant, these members are the ones who direct, inspire and coordinate the team leaders

Team Leaders: The team leader's mission is to inspire and encourage the perpetual openness to growth in holiness through grace and self-improvement of each member of the Movement. The team leader's mission is of the utmost importance because he is the one in constant contact with the individual members and builds the Christian community of the team.

2. *Lines of Coordination*

Local Regnum Christi Director (Local Coordinator of Apostolate): coordinates the Regnum Christi local committee and the apostolates being done by the various sections (men, women, young women, young men, youth clubs) in a city as well as communication among the different sections and programs.

Section AFIRE Coordination Team: Also known as the AFIRE team, it is made up of a team that oversees and organizes the life of the section in the areas Apostolate, Formation, Integration, Recruitment and Economy.

Who is a Team Leader called to be?

By reason of their baptismal commitment, all of the faithful take upon themselves the beautiful task of transforming themselves day by day with the help of God's grace into authentic Christians of deep faith, unblemished hope and ardent love. The Team Leader is committed to this journey of faith and to helping their team members to grow in holiness as well.

"To achieve this, you ordinarily have to follow an interior path that takes effort and generosity, growing in your correspondence to divine grace, and forming solid habits and stable behavior, till your personal attitudes and behavior become a living reflection of the gospel's transforming power."

- Regnum Christi Member Handbook 359

Characteristics of a Team Leader:

- **Committed to Christ & An Instrument of the Holy Spirit**
 - Deep life of personal prayer
 - Balance in living family life, work and apostolate
 - Commitment to a life of virtue and the sacraments
 - Openness to God in giving one's self to others.

- **Integrated in the Regnum Christi identity**
 - Life in Regnum Christi cannot be limited to a series of means, activities or regular meetings. It is above all a loving relationship with Christ in the Church that calls us to and imprints on us a particular style of Christian life and requires us to evangelize according to each person's circumstances and possibilities, using the means that God gives each one.
We assimilate the traits and features of a Regnum Christi apostle by prayer, by actively forming ourselves, and by participating in the Movement's specific activities. The Encounter with Christ, *monthly retreat*, and *annual triduum of renewal* or spiritual exercises are all activities in which you absorb the Movement's spirituality. Therefore, these events are indispensable if you are going to identify with the ideal of holiness and evangelization that your vocation to the Charism of Regnum Christi puts before you. (RCMH 361-364)

- **A Positive and Encouraging Formator**
 - Team leaders must help forge the image of Christ in their members, as if they were sculptors. It is easy to make the mistake of being too easy or too demanding, or to cut the Movement down to our own personal preferences. The effort of the team leader must be to form Christ in our members in a balanced way, step by step. Only in this way will our members develop true Christian maturity.

- **Well-Formed in the Faith, Morality, and the Movement**

- The integral formation of a Regnum Christi Member is articulated in four dimensions: spiritual, apostolic, intellectual and human.
 - Spiritual formation is to achieve in each Regnum Christi member a deep and solid spiritual life, built on the bedrock of their knowledge, love, imitation and following of Christ.
Means: Prayer, Spiritual Reading, Retreats, Spiritual Direction, participation in sacraments
 - Apostolic formation is to form in each member of the Movement the heart of an apostle, full of zeal for the salvation of mankind, and to provide each one with knowledge, skills and resources in order to be effective in some work of evangelization and Christian charity.
Means: Dialogue, Person-to person mentoring, methodology, team work
 - Intellectual formation is a broad and deep understanding of Catholic doctrine in perfect harmony with the Magisterium of the Church and in tune with the sensibilities of each time in history. By systematically and organically studying spiritual and doctrinal topics, as well as those of our specific charism,
Means: Personal Study, Team Study Circles, Conventions
 - Human formation is to acquire a rich and balanced personality, full of human virtues and values, which will serve as a solid base for the supernatural action of grace.
Means: Spiritual Direction, prayer, balanced family and social life, personal reading, and conventions

- **Servant Leader**

- The Servant Leader is Servant first... it begins with the natural feeling that one wants to serve, first.
- That person is sharply different from someone who wants to lead first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions...
- The leader first and the servant first are two extreme types...the difference manifests itself in the care taken by the servant first to make sure that other's needs are being served."
- The best test of this is:
 - Do those served grow as persons?
 - Do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants?

(Robert Greenleaf, [The Power of Servant Leadership](#))

Ten Characteristics of a Servant Leader

(Based on work by Larry Spears in applying Robert Greenleaf's Servant Leadership model)

Listening

Leaders in business and western culture have traditionally been valued for their communication and decision making skills. Although these are also important skills for the servant leader, they need to be reinforced by a deep commitment to listening intently to others. The servant leader seeks to identify the will of a group and helps to clarify that will. He or she listens receptively to what is being said and unsaid. Listening also encompasses hearing one's own inner voice. Listening, coupled with periods of reflection, is essential to the growth and well-being of the servant leader. A servant leader is more than a 'Type A' achiever – he is a leader in Christ's image, following the Almighty God who said "even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many" (Mark 10:45)

Empathy

The servant leader strives to understand and empathize with others. People need to be accepted and recognized for their special and unique spirits. One assumes the good intentions of co-workers and colleagues and does not reject them as people, even when one may be forced to refuse to accept certain behaviors or performance. The most successful servant leaders are those who have become skilled empathetic listeners.

Healing

The healing of relationships is a powerful force for transformation and growth, spiritually and humanly. One of the great strengths of servant leadership is the potential for healing one's self and one's relationship to others. Many people have broken spirits and have suffered from a variety of emotional hurts. Although this is a part of being human, servant leaders recognize that they have an opportunity to help make whole those with whom they come in contact. In his essay, *The Servant as Leader*, Greenleaf (1977/2002) writes, "There is something subtle communicated to one who is being served and led if, implicit in the compact between servant-leader and led, is the understanding that the search for wholeness is something they share" (p. 50).

Awareness

General awareness, and especially self-awareness, strengthens the servant-leader. Awareness helps one in understanding issues involving ethics, power, and values. It lends itself to being able to view most situations from a more integrated, holistic position. It's wisdom. As Greenleaf (1977/2002) observed: "Awareness is not a giver of solace—it is just the opposite. It is a disturber and an awakener. Able



leaders are usually sharply awake and reasonably disturbed. They are not seekers after solace in what is around them. They have their own inner serenity” (p. 41).

Persuasion

Another characteristic of servant leaders is reliance on persuasion, rather than on one’s positional authority, in making decisions within an organization. The servant leader seeks to convince others, rather than coerce compliance. This particular element offers one of the clearest distinctions between the traditional authoritarian model and that of servant leadership. The servant leader is effective at building consensus within groups. This is what Pope Francis was talking about when he said that he doesn’t ‘proselytize, he evangelizes’. It’s being a respectful living witness to truth instead of a hammer hanging over someone’s head.

Conceptualization

Servant leaders pray, listening for God’s plans which are always larger than our own (Isaiah 55:8 My thoughts are not your thoughts says the Lord, and my ways are not your ways). We tend to put him in a box according what we see as our own possibilities strengths and weaknesses. Instead, servant leaders put their boxes aside and seek to nurture their abilities to dream great dreams.

The ability to look at a problem or a need from a conceptualizing perspective means that one must think beyond day-to-day realities. For many leaders, this is a characteristic that requires discipline and practice. The traditional leader is consumed by the need to achieve short-term operational goals, the burning needs and urgent deadlines. The leader who wishes to also be a servant leader must stretch his or her thinking to encompass broader-based conceptual thinking. Servant leaders are called to seek a delicate balance between conceptual thinking and a day-to-day operational approach.

Foresight

Includes the virtue of Prudence, defined by St Thomas Aquinas as ‘The application of right reason to action’. Closely related to conceptualization, the ability to foresee the likely outcome of a situation is hard to define, but easier to identify. One knows foresight when one experiences it.

Foresight is a characteristic that enables the servant leader to understand the lessons from the past, the realities of the present, and the likely consequence of a decision for the future. It is also deeply rooted within the intuitive mind. A gift to pray for.

Stewardship

“Holding something in trust for another”. Servant leadership, like stewardship, assumes first and foremost a commitment to serving the needs of others. It also emphasizes the use of openness and persuasion, rather than control. A charism is something we hold as a steward. Our gifts are given to us as stewards for others. How often have we had an experience, good or bad, that later has been of great



value in helping someone else? Or we have been given something concrete or a virtue that we see later was meant to be at the service of another, that the true value of anything we have is in how we can give it away to help others?

Commitment to the Growth of People

Servant leaders believe that people have an intrinsic value beyond their tangible contributions as workers. As such, the servant leader is deeply committed to the growth of each and every individual. The servant leader recognizes the tremendous responsibility to do everything in his or her power to nurture the personal and apostolic of everyone they work with. In practice, this can include (but is not limited to) concrete actions such as making time available for personal and professional development and to simply sit and listen to people, taking a personal interest in the ideas and suggestions from everyone, encouraging team involvement in decision-making. In Regnum Christi we hold the principle of personal attention as a hallmark of helping others grow.

Building Community

There is a dramatic decrease in the sense of true community in our society. We are made for communion and it is something we have to proactively work for in our fragmented world. This awareness causes the servant leader to seek to identify some means for building community among those in the institution. In Regnum Christi we speak of a spiritual family. Members of a family are not coworkers or collaborators- they exist to love and support and encourage the others, to help each other become who each is called to be and live the mission they are each given.



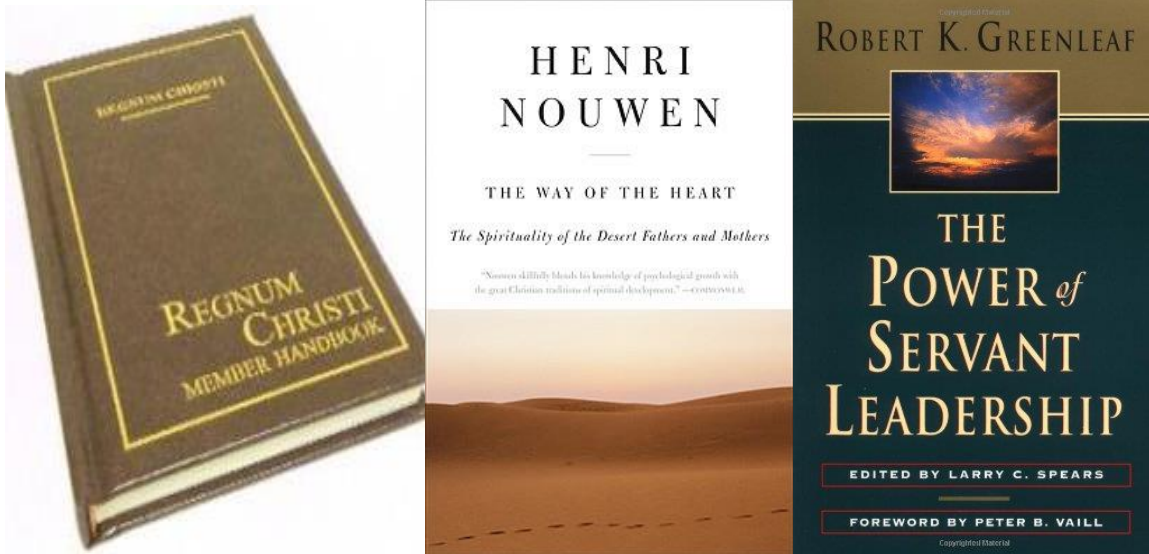
Practical Application:**Suggested Reading:**

The Statutes of Regnum Christi www.rcstatutes.org

Regnum Christi Member Handbook

Henri Nouwen [The Way of the Heart](#)

Robert Greenleaf [The Power of Servant Leadership](#)



Take some time to reflect on the 10 attributes of servant leadership. Answer the following questions:

1. How do you see the characteristics of servant leadership within the Charism of Regnum Christi?
2. Who in your life has led you or has been an example of this for you in each way?
3. How are you personally called to live each attribute as a team leader?
4. What are the top 3 areas you are going to focus on and developing and how?