



Thy Kingdom Come!

TEAM LEADER GUIDELINES

Introduction	2
<i>First Part: The Regnum Christi Team</i>	2
Nature of the team	2
Objectives of the team	2
Means to achieve the objectives	3
<i>Second Part: The Team Leader</i>	4
Profile of the team leader	4
Lines of authority	4
Priority tasks	5
Direct	6
Give personal attention	7
Launch	7
Grow	8
Indicators of a healthy team life	9
<i>Third Part: The Life of the Section</i>	9
Integration	9
Growth	10
Apostolate	11
Formation	11
Economy	12



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GUIDELINES FOR TEAM LEADERS

Introduction

1. The team leader actively works with the section director, the section director's assistant, and the group leader to help the members become more integrated with their mission in the Movement. He helps them to mature in their vocation, aware that he has been entrusted with guiding his team members and that he should give witness of being a man or woman of the Kingdom.

First Part: The Regnum Christi Team

Nature of the team

2. The team is a group of members who come together to help each other grow in holiness, perseverance, formation, and apostolic work, like the first Christian communities. The team is ideally made up of eight to ten members, to foster participation and mutual relationships. The team is built in a natural way out of relationships of friendship, affinity, or common interests. The team is not an end in itself, but an instrument so that the members help each other to fulfill their vocation in the Church through the Movement. Team life teaches them to work with others, leaving aside individualism. It also helps each member to fulfill their potential, combining and making the most of their qualities and skills.
3. The team is guided by a team leader. The secretary and a treasurer help the team leader to fulfill his or her mission.

Objectives of the team

4. On the spiritual level, the team's purpose is to help the members live charity by giving themselves to others, and to have a concrete experience of their belonging to the Church as a communion of life through their mutual charity and unity.
5. The team, by its own life and dynamism, should help to create apostles from its members, giving them a deep sense of self-giving, service, and dedication to the cause of the Kingdom of Christ, and awakening their apostolic zeal and spirit of initiative.
6. From the human point of view, team life should teach the members to work with others, leaving aside individualism, unleashing each one's potential, and combining the qualities and skills of all the members.
7. All Movement members should aspire to form a team, inviting their relatives, friends, colleagues, fellow students, or anyone else with whom they have affinities or common interests.

Means to achieve the objectives

8. For the team to fulfill its purpose, all of the members must strive to acquire, foster, and strengthen the following attitudes which are so helpful for building a strong and united team:¹
 - a. True esprit de corps, which brings each member to be united with the others, to work with them, to support them, and to help them in whatever way possible. Esprit de corps also helps to create an environment of appreciation and esteem, in which the members comment on each other's qualities, successes, and virtues while silencing their defects and deficiencies.
 - b. Optimistic work, keeping a joyful, frank, and positive environment, both in the specific activities and in the apostolate, with a healthy and balanced sense of humor.
 - c. Concern and interest for those members who, for reasons of work, study, or trips, have to leave aside their team life for a while. This same attitude must motivate the members to re-invite members who have left the Movement for whatever reason.
 - d. An attitude of openness and growth, avoiding any attitude of exclusion. The team, by its own vitality, must always try to gain new members and grow.
 - e. Healthy realism about the members' diverse temperaments and ways of being. The team is a human group, made up of people with different temperaments, reactions, formation, and skills. All of this enriches the team, but it can also be a source of conflicts and difficulties. We must always keep this in mind and strive to harmonize the diversity with charity.
 - f. A sincere desire to foster friendship among the members, which grows through fellowship, social gatherings, chance encounters, and mutual aid.

¹ Regnum Christi Member Handbook, 322

Second Part: The Team Leader

Profile of the team leader

9. The heart of the team leader has to echo St Paul's words: "He loved me and gave himself up for me" and "the love of Christ impels us." Once a soul has experienced God's love, he or she feels a desire to respond by loving Christ, the Church, and the Movement passionately. Full of apostolic zeal, they try to bring all of the souls entrusted to them closer to Christ.
10. The appointed team leader must be aware that he or she is an instrument in God's hands, and that his apostolic success will depend fundamentally on his union with Christ and his real love for souls, which grow through frequent contact with the Gospel and the Eucharist. He should also try to know and assimilate the Movement's specific charism so as to keep and communicate it faithfully as a gift of God for the members and the Church.
11. The team leader should strive to develop his or her own leadership, spirit of initiative and conquest, obedience, and follow-up on the guidelines received. He or she should work on humility, a sense of responsibility, love and loyalty to the Movement, and affective and effective integration.
12. The team leader should also keep in mind the living example of the Good Shepherd who knows each sheep by name, loves it, and goes looking for it when it gets lost. He or she should want each one to grow, demand the best from them with prudence and delicacy, and feel deep joy for their progress. The team leader is not an employee who does a bureaucratic job without love or interest.
13. The team leader should be a leader for every member on his team through his or her sincere friendship, personal formation, and the example of his or her own life as an authentic Regnum Christi member who is in love with the vocation, lives it integrally at all times, and seeks to grow in it by using the means the Movement offers. Through this leadership and personal witness, he should help the members along with his example, advice, and motivation so that they constantly improve and grow in their personal vocation in the Church through the Movement.
14. The team leader is a section formator and must be trained for it.

Lines of authority

15. The team leader reports to the section director through the section director's assistant and the group leader. There should be a lot of mutual understanding and esteem between the team leader and the group leader.
16. The group leader is the team leader's immediate reference point.

Priority tasks

17. Direct

Directing means actively and diligently working with the section director, the section director's assistant, and the group leader so that the team's life and apostolic action helps achieve the objectives in the section program. It means channeling the members' initiatives to write up the team program and supervise its execution. It also means being a point of unity between the section members and directive team.

18. Giving personal attention

Giving personal attention to the members means looking out for their growth in holiness, forming formators, and helping them on their path to vocational plenitude. It means keeping up with each member's personal situation and needs, and walking with them as they follow Christ in the different circumstances of their lives. It also includes the work of transmitting the mystique of belonging, growth, and generosity to members and friends. To carry out this task, the team leader uses dialogue with the team members and times of fellowship with them.

19. Launch

Launching means constantly looking for opportunities for growth and apostolate, and making the most of them, since the love of Christ urges us. It means achieving the objectives in the team program, knowing how to launch each one of the members and their apostolic work, and using one's own talents and the team's talents to the full. This requires a deep knowledge of the members and of their qualities, skills, limitations, and personal life circumstances.

20. Grow

Growing means taking personal responsibility for making the number of Movement members grow. Regnum Christ's expansion by winning over new members is not a task reserved for just a few, but a duty of all. It springs from the very nature of the Movement, since it is a gift of God for the members; sharing this gift is a need that springs from the heart. At the same time, the Church needs convinced apostles to spread the Kingdom of Christ and it will always be the case that "the harvest is plenty and the laborers are few."²

21. To carry out these four tasks and achieve the objectives, the team leader has three main means:

- a. Personal witness. The team leader is the natural leader of the team and the model to follow. He should strive to live out his own vocation to Regnum Christi to the full, in all aspects, and with exquisite fidelity.
- b. Personal dialogue with the members. This will be covered below.
- c. The ordinary and extraordinary activities that the Movement offers.

² Mt 9,37

22. The team leaders should not forget that he also has three very important tools for his work: prayer, sacrifice for the team, and motivation as a means to lead the members to commitment. In this last point, always be very positive and try to help with reasons that move the will and the heart to self-giving.

Direct

23. To carry out his job of programming, supervising, and uniting, the team leader holds the following meetings and periodic dialogues:

With whom	Frequency and type	Purpose
Team leader and other team leaders	Monthly (meeting)	Analysis and programming to evaluate the group's progress. Maximum length: 1 hour.
Group leader (individually)	Monthly (dialogue)	Report on his work and the progress of the team. Max length: 45 min.
Members of the team	Monthly (social get-together)	Analyze how the team is doing and build ties of friendship between the members.

24. Before the start of the new cycle of ordinary activities, the team leader should meet with his members as often as necessary to write the team program. The program is an indispensable tool to help the team members get the most out of their work as they fulfill their mission. The program should be based on the section program and should support it, so that the team's action effectively helps the section and the Movement to achieve its objectives. The team program is approved by the group leader, and will be the focal point for the monthly programming and analysis meetings that the team leader has with the group leader and his team members.

25. Every two months, the team leader sends a written report to the group leader. The report explains how the team is fulfilling its program and how it is doing in general.

26. In the team's life and apostolic activities, make sure to faithfully apply the Movement's methodology and the guidelines, communications, and guidelines sent by the directive team.³

27. He or she should promptly tell the directive team about the members' ideas and initiatives. All of this helps foster esprit de corps so that the members of the team feel like part of the team, section, and Movement.

28. The team leader should motivate and supervise the team secretary and treasurer so that they carry out their role well.

³ Section director, section director's assistant, group leader, and section coordination team.

Give personal attention

29. The fundamental task of the team leader is to help the members to:⁴
- Mature in their Christian commitment,
 - Live their apostolic commitment coherently,
 - Become more integrated with the Movement,
 - Maintain a strong zeal for the salvation of souls
 - Generously join into the Movement’s joint action

In short, it is about helping the team members become true men and women of the Kingdom who live the mission with passion and love. The life of the Movement depends on it, since Regnum Christi is not its works and buildings, but rather its men and women.

30. In this task of accompanying, the team leader should always bear in mind the member’s personal situation. Following the rhythm of God’s grace, he should help the member to model his life more and more after the ideal of the man or woman of the Kingdom. While holding up this ideal, he should also bear in mind that this is achieved step by step in a gradual way. His task is to help his members aspire to this ideal without resting on their laurels.
31. After personal witness, the most important means that the team leader has to achieve his objectives, and which he should apply with responsibility, constancy, and maturity, is personal dialogue with each member. In dialogue, the team leader exercises his function as a formator in all matters having to do with the Movement.

With whom	Frequency and type	Purpose
Team members (individually)	Monthly (personal meeting)	Care for each member of the team so as to know him better, be up to date on his personal situation, and help him to live out the commitments faithfully, grow in his spiritual life; know, love, and spread the Movement; and participate in apostolic action. Maximum length: 30 minutes.

32. The team leader can, with the section director’s approval and the required training, also be a spiritual guide for some members.

Launch

33. The team leader should constantly look to help the members and the team grow. Thus, he should try to get to know each member in depth, and depending on their personal circumstances, help them to develop all of their capacities and talents. The team leader should actively look for the means and opportunities to foster this growth.
34. In the first place, the team leader should work to help each member grow in the spiritual and apostolic dimensions. Spiritual growth consists in discovering one’s vocation to the

⁴ Regnum Christi Manual, 437.

Movement, accepting it with joy and gratitude to God, and striving to live it every day with increasing fidelity. It also includes discovering one's specific vocation within the Movement, whether it be first degree, second degree with one of its levels, or the third degree; or, it may include a call to the religious or priestly life, whether in the Legion of Christ or in some other ecclesial institution. The team leader should accompany each member, especially through monthly dialogue, to reach the vocational fulfillment to which God is calling him or her.

35. Apostolic growth consists in becoming aware that being a Christian means being an apostle, and that Regnum Christi is a privileged means that God offers the member to live this reality. Apostolic growth is shown when a member lives out his everyday life as a true apostle, and not only in the specific moments when he is carrying out a concrete apostolate. It is also shown when the member takes on apostolic responsibilities of greater scope and transcendence, always in accord with his or her personal situation. The team leader should know the qualities, capacities, and life situation of each member so as to help them become more of an apostle every day.
36. The team leader should be especially attentive to detect team members who have the qualities to be formators. He should help them develop as formators according to the established program⁵, making sure they receive the specific formation, and gradually assign them responsibilities that fit their qualities and formation. In this process, he should make sure that the potential and new formators have the support and personal guidance of a more experienced formator.
37. The team's apostolic growth means that, insofar as it is possible, the team is constantly looking for new and better ways to do apostolate. It means not settling for what has already been done, but being attentive to the needs of the Church and society, and offering creative solutions to make Jesus ever more known and loved.

Grow

38. During his entire life in the Movement, each member is called to invite other people who may want to join this big family and participate in its apostolic goals and projects. Thus, inviting people to the Movement is everyone's apostolate, and all members must put the best of themselves into it.⁶
39. Winning over a man or woman for the Movement (that is, for the Church and for the cause of Christ), is the most noble achievement of apostolic action. It is more important to win over a man or woman than to raise up a building; it is more important to bring a person to God than to have big ideas; a person is worth more to the Church than all the money in the world.⁷
40. Inviting new members to Regnum Christ should not be an artificial task. It is not about inviting people to invite them, to fulfill section goals. The true invitation springs from an interior overflow of love that no longer fits in the heart, and that needs to communicate itself to others. Only the person who loves what they are and what they have can win over others. It is an interior impulse to communicate to others the Regnum Christi charism, making them participants in the experience of love in a relationship with Christ,

⁵ Cfr. Guide for the formation of formators.

⁶ Cfr. Regnum Christi Manual, 294.

⁷ Cfr. Regnum Christi Manual, 295.

in commitment to the Church, and in service to the temporal and eternal well-being of man. In short, it is about offering a charism—a gift for others—so that they can discern if they are called. It is an obligation that is inside the gift received.

41. Apostolic zeal to invite other people to the Movement is an indicator of the integration of the members with it. If Christ truly dwells in the heart of a man or woman of the Kingdom, that man or woman must necessarily love what Christ loves. And Christ, in addition to loving his Father, loves man, for whom he died on the cross. He wants to make them participants of his redemption by means of other men and women.⁸

Indicators of a healthy team life

42. Below, we present some indicators that can help the team leader evaluate how he or she is fulfilling his or her mission. It is not meant to be an exhaustive list; it is just a guideline.
- The members' fidelity to the life of grace and friendship with Christ.⁹
 - The living of charity among the members and with all people.
 - The team's quantitative and qualitative growth.
 - The number of team members seen in spiritual direction, and their esteem for it.
 - Attendance at triduums, courses, and conventions.
 - The number of team members with an apostolate.
 - The number of formators on the team and the number of possible formators.
 - The generous economic contribution of Movement members according to their ability and discernment.

Third Part: The Life of the Section

43. Since Regnum Christi is a vocation and mission and a way of living the Catholic faith, life in the section cannot be reduced to a series of extraordinary activities. The truly decisive element for the Movement's vitality and ability to put its charism at the service of the Church is the section's ordinary life.
44. The ordinary life of the section is spelled out in five main areas of work: the members' integration, growth by looking for new members, apostolate and the spreading of Catholic doctrine, integral formation, and the creation of a strong economy to support the apostolates. It is in these aspects that the team leader—and in reality, every Movement member—should work to make the Movement develop and flourish. It is not about control structures or optional elements; these are the vital functions of a Regnum Christi section.

Integration

45. The team leader should try to get every member to make it his primary aspiration and goal to become deeply integrated with his call to holiness in the Church, according to the emphases proposed by the spirituality, mystique, and charism of the Regnum Christi Movement. "For a Movement member, integration in Regnum Christi is a particular way

⁸ Cfr. Regnum Christi Manual, 299.

⁹ The commitments revised in the Encounter with Christ include points under the "WITH GOD" section on, for example, the frequency of visits to the Blessed Sacrament, attendance at Eucharistic hours, the Mass of the section, etc.

of loving Christ, the Church, and the world. It is his first task in the ranks of the Movement.”¹⁰

46. Some of the most helpful means for the members’ integration with their vocation to Regnum Christi are the commitments for spiritual life, spiritual direction, participation in Regnum Christi activities, the apostolate, and when possible, life in the Movement center.¹¹ Other means include living the charism of charity, speaking well of others, and esprit de corps. These are the main gifts that God is putting in the hands of Regnum Christi members to live their own vocation, build the Church, and “propose the Gospel in a credible way.”¹²
47. The team leader helps the members grow in their prayer life and liturgical-sacramental life so that they irradiate spirituality, fervent piety, and love for the Eucharist. He especially promotes the team’s participation in the section’s Eucharistic Hour.
48. The team meets for Encounter with Christ on a regular basis. The Encounter gives rise to enthusiasm to renew themselves spiritually and launch themselves in the apostolate. The team leader should make sure this activity is carried out with the spirit, methodology, and frequency established.
49. The team leader should make sure the team members carefully observe the team’s discipline as regards attendance and participation in meetings and apostolic initiatives.
50. Encourage all of the team members attend the annual renewal triduum.
51. Effectively motivate the members to attend conventions as a necessary way to acquire a solid formation and a real and progressive commitment to the Movement.

Growth

52. The team leader should not forget that inviting other people to the Movement means sharing the experience of Christ that one has had through Regnum Christi. The invitation should be made in personal contact and conversation, and not through group activities like conferences, forums, etc. These group activities are necessary for entering into contact with more people and to support and facilitate the person-to-person work, but they can never substitute personal work.
53. For this reason, the Movement’s growth depends fundamentally on the members’ enthusiasm and apostolic zeal to share the gift they have received. The team leader should imbue the members with a great apostolic zeal that will lead them to constantly increase the number of people who know, live, and share the love of Christ. They should try to get every Movement member aspire to become the start of a new team.¹³
54. The team leader should insist on a faithful, trusting, and mature application of the Movement’s specific methodology in this field.¹⁴

¹⁰ Regnum Christi Manual, 261.

¹¹ Cf. Ibid, nos. 263-293.

¹² Cf. Tertullian, Apologia for the Christians, 29,4.

¹³ Regnum Christi Manual, 356.

¹⁴ Cfr. Regnum Christi Member Handbook 372; Regnum Christi Manual, 296, 298, and chapter XVII.

55. To grow and respond effectively to the needs of the Church, the team leader has the formative and apostolic resources of the Territorial Mission Support Team.
56. Foster creativity in the members to look for new ways to involve more Catholics in the evangelizing mission of the Church, whether in Movement apostolates or other programs.
57. The team leader should pay special attention to the perseverance of already incorporated members, applying the ordinary means that the Movement offers. He or she should especially care for members who are going through a difficult moment or who have distanced themselves from the Movement, to support them in their difficulties, encourage them, and help them to experience the sincere and disinterested charity that we seek to live in Regnum Christi.

Apostolate

58. The team leader should try to get all members of the team to carry out or participate in a challenging apostolate. Although it is good to do apostolate as a team, it can also be done on an individual level.
59. Promote with particular enthusiasm the apostolates that can most benefit the Church, and encourage the members to do apostolate in their home parishes if possible.
60. In apostolic action, many members will have a deeper experience of Christ and will savor the joy of sharing him with others. For this reason, apostolic action is especially useful to identify and train new formators. It would be a very big mistake to stop the members' apostolic projection for fear that they are not sufficiently formed, since apostolic action catalyzes formation, and "faith grows when it is shared with others."¹⁵
61. As ECYD is a priority apostolate of the Movement, make sure that the team is supporting this organization in some concrete way, whether by a direct responsibility in ECYD and its clubs or by indirectly supporting its activities and making it known to others.

Formation

62. The members' spiritual and apostolic growth should be based on a solid formation. Thus, the team leader should be attentive to make sure the members make the most of the ordinary and extraordinary means the Movement offers to form them in the four basic dimensions: human, spiritual, intellectual, and apostolic.
63. The team leader should make sure the team members follow the member formation program so that the members fulfill the curriculum throughout the years.
64. Encourage the members of the team make the most of the other formation opportunities the Movement offers them: courses, seminars, formation days, talks. Take special care that the team formators benefit from them.

¹⁵ Cf. John Paul II, encyclical *Redemptoris Missio*, n. 2.

Economy

65. The team leader should encourage team members live the spirit of evangelical poverty and generosity, using their material goods correctly. Living this way will lead the members to be more open to their more needy brothers and sisters, and to the needs of the Church.

66. The Movement should invest whatever is necessary to offer its members a formation up to the challenges that the Church must face, to organize quality activities, to sustain its apostolates, and to launch new initiatives to respond to the needs of the Church, men, and especially the needy. In addition, it has the need of sustaining vocations to the religious or consecrated life. Thus, the team leader should promote personal generosity among the members in the economic field, and creativity to launch economic activities and works that will generate funds, so that the section can enjoy a vigorous and stable economy.