

# *Leadership Training*

*(TALK #1 by Trainer)*

## **History and Purpose**

**The mission** of the Via de Cristo (VdC) is to provide the opportunity for Christians to experience the love and grace of God, to know Christ personally and to be enabled by the spiritual renewal to live a balanced Christian life and demonstrate the power of love at work in their environment.

**The purpose** of VdC leadership training is to provide leadership training guidelines to equip Christian leaders in the VdC method through a structured training program.

**The History** of VdC is the Lutheran expression of the Cursillo movement which began in the Roman Catholic Church in Spain at a time when there was an erosion of the influence the church was having on society. Those in the Cursillo movement dedicated themselves to bringing the young men of their city to know Christ. Cursillo gradually developed as this group prayed and worked together. They wanted this to be a renewing experience that would motivate them to influence others for Christ. The movement spread throughout Spain and then to the Spanish speaking world, mostly in Central and South America. It is now active on all continents.

Dates of Significance:

1957 The first Cursillo in the US was held in Texas

1961 The Cursillo movement began to spread throughout the US

1980 The first Lutheran Cursillo was held in Minnesota

1981 The National Lutheran Secretariat was formed.

1986 The name "ViaDeCristo" was adopted by the Lutheran Community

1995 VdC was brought to Utah with immense help & support from Mn VdC

## Role of Leadership

### The Role of Leadership is to:

- Be the main catalyst in building community
- Set the atmosphere that prevails throughout the team meetings and the weekends
- Be the first to exhibit a spirit of charity and harmony
- Focus on prayer. Start with prayer and end with prayer
- Be flexible. Avoid ruling, dominating or controlling
- Ask the Holy Spirit to help coordinate the development and preparation for the weekend
- Encourage leadership from other team members
- Stress progression and the building of an environment in which the Holy Spirit can create growth and change within us all.
- Involve your assistants in all stages of planning. The 3 Rollo Room assistants should be involved in the leading of team meetings. The emphasis is on creating future rectors
- Rectors/a should work closely with your Spiritual Directors
- Stress the idea of Servant hood. The Weekend is for the weekenders. They are reason our teams exist. Use Christ as your model.
- In the event of scheduling conflicts, the host church always comes first. We will adapt.

--Keep frills and special gift giving out of the weekend. Prayer, notes, and palanca given for the entire community are always appropriate. Matching shirts, aprons, etc. can be an expense that is prohibitive or embarrassing for some. Think twice and pray before you ask your team to contribute more than a small amount to anything beyond the cost of the weekend. That \$75.00 may be hardship enough.

--Make sure the host church is in its original condition, or better, at the end of every usage.

--Make sure that all doors are locked and all lights off at the end of any training.

### **The Role of the Assistant is to:**

--Have a willing spirit that is open to direction

--Reflect the tone set by the Rector

--Make the weekenders more important than the schedule

--Assist the rector in team selection, preparation and planning

--Conduct and lead one team meeting to be ready for leading on the weekend

--Attend all team meetings and the Ultreya

### **Expectations of All:**

--Keep good channels of communication open so all teams know and understand their role

--Be especially sensitive to the first time team members who may not know what is expected or what is taking place.

--There are to be no part time team members.

--Mingle and get to know others on your team. Sit with someone you know less well.

--Remind each other to secure valuables

# Role of the Spiritual Directors

(Talk #2 to be given by Spiritual Director)

Thank you to the leadership here today for being willing to serve this weekend of spiritual renewal. All of us will find great blessing by doing so.

The Spiritual Director acts as a senior pastor to the overall team and with the rector sets the spiritual tone. The Minnesota VdC suggests that there a least 3 and preferably 5 spiritual directors on every weekend. They are to be ordained. A new pastor on the team should serve as the Rollo room assistant pastor.

The Spiritual Director roll can be broken into 5 areas. WORSHIP, PASTORAL CARE, ROLLO CRITIQUE, TEACHING, and CLERGY ROLLOS. Let is further discuss each of those areas.

**WORSHIP:** The SD is responsible for all worship and Eucharist services at team meetings and on the Weekend. Plan and assign responsibilities. Generally speaking, the Palanca SD is a lay person in Utah so your guidance and encouragement will be useful. Attempt to know and understand the different team members and their jobs. The SD will make use of the meditations in the manual. These follow the progression of the weekend. Preparation for the meditations prior to the weekend will allow the SD to be more available and free during the course of the weekend.

**PASTOR CARE:** A private room is desirable. The weekenders should be made aware of the SD availability. Educate the table leaders to refer to the SD. Remind all of the need for confidentiality.

**ROLLO CRITIQUE:** The SD is responsible to determine that the theology in the Rollo's is sound. Work closely with the other leadership in the critique process. The time for critique and suggestion is during the team meetings and not during the weekend.

**TEACHING:** The SD is responsible for assigned teachings at team meetings. You are also a resource to guide the assistants, especially if they have had no prior

experience. Working with the Palanca SD regarding Sunday Afternoon Eucharist may need to include reminders about timing, prompting conducting Eucharist and instruction that the service should reflect upon the weekend itself.

CLERGY ROLLOS: SD are expected to use their creative writing and speaking ability to prepare a talk that is unique for each weekend but that follows the outline and completes the link that allows for the weekend progression. New life is given to the basic information each time. The head SD does the assignment of clergy Rollo's and is responsible for educating them regarding the need to present the piece of the puzzle assigned to that Rollo. The head SD does the sacrament Rollo.

SD's are expected to attend all team meetings. If absence is unavoidable, be sure that a clergy is available.

The Rollo Room Rector is the leader of the weekend. Authority and responsibility lies with him or her. However working closely together and understanding one another is essential. Biblical understanding and Christ-like behaviors will prevent any conflict or struggle. Open communications between SD's and the rector is imperative.

The SD's need to be affirming of the Rector/a. This is their first and only time as a Rector/a. If you have worked a weekend before, your insight into a particular matter may be useful.

Pastoral staff who have not attended a weekend are invited to observe, listen to a Rollo, attend the closure. Be open to them

Be aware that some team members and some weekenders are not Lutheran. Be sensitive. Use inclusive language.

In the following weeks and right through the weekend, we must hold each other up in prayer. Please pray for:

Your Self; Your Team; Your Rector; All leadership; The Secretariat; The Weekenders; Those who were invited but could not attend; Your church; The Sponsors; The angels; The entire 4<sup>th</sup> day community.

# Team Selection, team meetings

(TALK #3 by Trainer)

## Team Selection

Now is the time to begin the process of expanding your teams

Our manuals are set up with the expectations that teams will have the following numbers

Palanca—13 Includes the rector and assistant and the Palanca SD

Kitchen—13 Includes as above

4<sup>th</sup> Day – 8 May desire more if numbers of angels are small

Rollo Room –16 Includes Rector, 3 assistants, 6 table leaders (1 silent) and 6 assistant table leaders. We have not had the assistant table leaders for recent weekends but are re-introducing them so that there is someone to be at the table even if a Rollista is giving a Rollo. This person will address special needs of table members and encourage poster making and discussion. It has been said that because the men have bigger space needs, that 5 and 5 is adequate since more than 5 tables would be too confining.

You may be contact by people who want to serve on the team. Until you have time to pray about the participants you will have, tell them that you are still in prayer and will give their interest prayerful consideration.

## Guidelines that will influence who ultimately serve on a given team:

You must have a variety of people serving from different churches.

Avoid building your team by asking mostly your best friends

Learn to work with new people—it's part of the Cursillo movement's growth.

Feel free to invite people from other Cursillo communities

Strive for a variety of ages, denominations, marital status

Having a person from the host church is helpful, especially on the 4<sup>th</sup> day team

Having a nurse or someone with some health care experience is very useful somewhere in the teams as illness always seems to come to visit.

Persons with serious health issues or frailty may be better placed in an angel position rather than serving in a capacity that requires overnights at the church and repeated long days.

One of your team members should be assigned as a liaison between the church secretary and custodian. It is suggested that person not be a member of the host church.

Regarding experience, a good formula is

30-40%      New to working a weekend

30-40%      New to working this particular team

30-40%      With experience in this team

A list of those who have expressed an interest at an Ultreya will be shared in a few minutes

The Secretariat has brought roosters from prior weekends to help you come up with names

Work in coordination with the other teams so that you are not all planning to contact the same persons.

If you get a “no” or “not available” from someone, communicate that to other teams so that we aren’t all making the same effort.

Suggest that that person consider an angel role if they can’t serve on a team.

Make sure that those you ask know the training schedule and the weekend schedule and can commit fully to it. If they are not able to make that commitment, ask that they consider being an angel

Notify 4<sup>th</sup> Day of any potential angels that you learn about

If someone wants to work your team and it doesn’t work out, be sure that you get back to them. Let other teams know of their interest before doing so. If there are no “openings” Ask that they perhaps

Serve as an angel

Be a prayer warrior

Sponsor a weekender

## Manual Distribution

Thank you to Ann Pritchard for retyping the manuals and eliminating things such as reference to a swim break that was necessary when Good Shepherd had but one shower. Another example is the prior reference to the Closura as an evening event with an evening serenade.

Every team rector receives a manual

Each contains a table of contents and is divided by index tabs



Manuals are to be a guide and reference—read, reread, studied and consulted whenever questions arise.

Insist that your team members become familiar with the manual and know its usefulness in the Cursillo method.

The more you know about VdC, the less you want to change things. The less you know about VdC, the more you want to change things.

The manuals reflect a proven method. It is intentional that weekend look much like another

The coordination of time within teams and the harmony of functions within teams is manual dependent.

Do not write in or mark your manual—it is to be returned in the condition you saw when you were handed it.

Put your name and phone number in your manual with a post-it-note.

If you have suggestions, use post it notes for future consideration.

If you feel compelled to make notes on your manual, then make your own copy of the pages that you feel merit the added notations.

Return pages taken out to the same location

You will be given your manuals today

Palanca and Kitchen manuals are set up by job duties and cannot be given out until jobs are distributed during team time

A tub will be available at the end of the weekend to turn the manuals back in. Please do so right away so you don't forget.

Team rectors are responsible for collecting the manuals from those on their team

**In summary, “God will do everything for us which we cannot do, but He will do nothing for us that He expects us to do.” These words were written by Oswald Chambers. Put another way, if we do the mechanics, He’ll take care of the dynamics. We need to learn the Way, Follow the Way, then get out of the way and let GOD.**