

## Measurable Components of a Competency

- **Knowledge** - cognizance of facts, truths and principles gained from formal training and/or experience
- **Skill** - developed proficiency or dexterity in mental operations or physical processes that is often acquired through specialized training
- **Ability** - power or aptitude to perform physical or mental activities that are often affiliated with a particular profession or trade
- **Individual Attribute** - properties, qualities or characteristics of individuals that reflect one's unique personal makeup

## Basis of the Competencies:

Understanding **Who We Are**, **What We Do**, and **How We Do It**: This is embedded in the calling of the Holy Spirit and the gift of the charism. It is best described in #7 and 8 of the Statutes of the Regnum Christi Federation and #3 and #32 of the ECYD Statutes.

Competency	Knowledge	Skill	Ability	Attribute/ Strength
<b>The Regnum Christi Charism (through RC formation pathway)</b>	Regnum Christi identity, Understanding of the Charism, formation/training of an RC Formator, Familiarity with the mission, spirituality and apostolic principles, elements of RC Life	Live out Regnum Christi and Express the Charism in life, Live the style of self-giving	Explain/Share/Teach the RC spirituality and apostolic principles and be a witness of authentic Christian life RC style	Love of Christ, His People, His Church, and desire to bring Him and His kingdom to the hearts of all people and society
<b>ECYD: RC Charism lived by adolescents</b>	Identity of ECYD, Understanding how the RC Charism is lived out in adolescents, ECYD History, Knowledge of the Statutes: Identity, Belonging, Mission, Spirituality, Life etc, Knowledge of ECYD Programs, Structure, Understanding of the role of the ECYD Adult Mentor (#32-37, portrait), Know the pedagogy and formative style of ECYD	Transmit ECYD to Adolescents and other Adult Mentors, Foster ECYD life as the adolescent's response to Christ's invitation to reign in their hearts and society	Articulate and explain ECYD to different audiences, Discerned a call to work in ECYD – form and accompany ECYD adolescents. second the action of the Holy Spirit in the hearts of adolescents, awareness of the gift (charism) and their call of serving the development of that gift; To be an authentic and attractive witness of someone immersed in the Gospel and to live with evangelical intentionality	Love of ECYD, desire to share in its mission, love of and heart for adolescents, desire to form and accompany ECYD Formators, self-giving to the adolescent
<b>Making present the mystery of Christ who Goes out to people and encounters</b>	Knowledge of the adolescent and their needs; adolescent development and psychology (#32 §3), knowledge of current	Meet an adolescent where they are at, how to approach them, Where to find them, make yourself all things to all, Recognize and	Approach an adolescent as Christ would approach them, capacity to reach and connect with each one, Ability to live between the "wheat	Love adolescents, desire for them to know and love Christ, positive gaze, care and watch over the growth of each adolescent to become

<p><b>them where they are – The ADOLESCENT Today (Person to person/Adapt to Time and Place)</b> <b>ENCOUNTER RELATIONAL</b></p>	<p>issues, culture and realities adolescents face, Adolescent Pastoral Ministry, , Understanding the needs of the Church and the world around them, how to adapt to circumstances of time and place, Relational aspect of the Charism and pledge of friendship (“alianza”), knowledge of and how to foster encounter</p>	<p>identify the needs of adolescents, get involved and enter into the life and reality of the adolescent and respond to it, Being attentive to the church’s and world’s needs, opting for most suitable methods and forms of evangelization Listening, relationship skills, communication skills – verbal and written, facilitate encounter, teach others to do relational ministry</p>	<p>and the weeds” and not be scandalized by the reality of the adolescent, wait for the time of God, get involved and enter into the life and reality of the adolescent, capacity to be present in the life of and for the adolescent and respond to their reality</p>	<p>what God desires them to be – the saint in potency; Closeness/friendship, Responsive, available, good listener</p>
<p><b>making present the mystery of Christ who... Reveals the love of His heart</b> <b>THE GAZE</b></p>	<p>Knowledge of Jesus and how He loves (#32 §3), Knowledge of the adolescent’s spiritual life</p>	<p>Being a witness of Christ’s love to adolescents, everything becomes opportunity for the Kingdom to be made present, facilitate spiritual experiences</p>	<p>See each adolescent from the Heart of Christ “Specific Gaze” (#32 §3 &amp; Portrait) – a positive gaze towards the adolescent and the world; capable of seeing what’s there and what can be</p>	<p>pray and sacrifice for the adolescents,</p>
<p><b>Making present the mystery of Christ who... Gathers people (COMMUNITY/ TEAM AND TEAM WORK)</b></p>	<p>How to gather adolescents, What attracts them and what deters them, know how to build “access” to kids and bring them together – knowledge of team dynamics and of elements of building Christian community, the international reality of ECYD</p>	<p>Building a team of mentors, Building ECYD teams, teamwork, collaboration, conflict management</p>	<p>To value the gift of each one and maximize their potential, maximize the gifts of different cultures</p>	<p>Appreciative, Respectful, able to bring people together and build a sense of family/ community and work together/collaborate, harmonize</p>
<p><b>Forms People as Apostles and Christian Leaders (FORMATION of Formators and LEADERSHIP)</b></p>	<p>Basic knowledge of Christian faith/ catechesis, Christ’s style of leadership, Understanding Formation in light of RC charism, Principles of Leadership Understanding the ECYD Team leader role and responsibilities, Understanding the parents of the adolescents (as the primary educator of the adolescent) and role of family</p>	<p>Leadership, capacity to generate formative dynamics in the adolescent, Forming other adult mentors and ECYD team leaders, Working with the family as a whole, listening, giving feedback/advice, Training management, instigating and implementing the formative dynamic, Form team leaders, develops and implements training plans</p>	<p>Create spaces/environments that provide experiences and foster encounters, ability to inspire, guide, and form others as a service (SRCF 32 1°), Develop their own leadership, Follow Christ’s example, Facilitate training and formation for adult mentors and ECYD team leaders, able to work with parents in the formation of ECYD adolescents (#37 2°)</p>	<p>Use the elements of ECYD life as platforms of formation Creativity Humility, service, availability, accessibility, responsible, professional, reliable and trustworthy</p>

			Capacity to project	
<b>Sends people out on Mission of Evangelization (Depth and Scope and EMPOWERING)</b>	Knows the current reality of society, knows evangelization – its dynamics, steps, process; how the church understands mission, the mission of ECYD	Enable others to own the mission, delegation, motivation, follow-up, assesses strengths and weaknesses to find the right fit, form the heart of an adolescent apostle	Share the mission and involve others, attitude and act as a sower, empower adolescents to be the agents of evangelization, ignite a fire/instigate/ kick start apostolic zeal	Foster apostolic creativity and initiative, innovation, visionary/resourceful, seek to undertake apostolic initiatives that involve and enable others
<b>Accompanies people as they send them on their mission of evangelization (ACCOMPANIMENT)</b>	The path of holiness ECYD style – paths of human and Christian maturity, Types of Accompaniment, Principles of accompaniment, How to Accompany and give Spiritual Direction to an adolescent, understanding the challenges and the society that the Adolescents live	One on one accompaniment, group accompaniment, mentoring, coaching, guiding, Helping adolescents be open to the action of grace and respond to the questions and challenges they encounter on their journey of spiritual growth	Active listening, understanding others, developing a personalized plan for growth, able to give close, stable personal attention marked by selfless service (SRCF 35 §1)	Demanding guide and companion, walking together towards heaven (#32 §3)
<b>Organized and Effective Apostolate</b>	Understanding your team member strengths and weaknesses; Basic Administration, Non-profit organization and management	Organization, administration, marketing, branding, planning, budgeting, team building, projection – growth, fundraising, problem solving, event planning, prioritizing	“do, help others do and let others do”	Mission and goal orientated, visionary, big picture, strategic, flexible, realistic, foresight

## Appendix A

### RC Statutes:

#### Our mission

8. To fulfill our mission, we seek to make present the mystery of Christ who goes out to people, reveals the love of his heart to them, gathers them together and forms them as apostles and Christian leaders, sends them out and accompanies them as they collaborate in the evangelization of people and of society.

#### Leadership

33. In their mission to form apostles, the members of the federated institutions and the associated faithful:

1. ° develop their own leadership, understood as the ability to inspire, guide and form others, and exercise this as a service, following Christ's example;
2. ° through their apostolic activity, seek to help others develop that same ability;
3. ° seek to evangelize the persons who bear particular responsibility in the various spheres of life in society;
4. ° bear witness to the truth and new life of the Gospel in the exercise of their social duties and their authority, serving the common good with Christian charity.

#### Person to person

34. Christ not only preached to the multitudes, but he also went out to encounter each person where they were at. Therefore, members of the federated institutions and the associated faithful give priority to activities and ways of carrying them out that favor personal contact.

#### Accompaniment and spiritual direction

35 §1. Accompaniment is required to form convinced apostles who aspire to the fullness of life in Christ. Accompaniment is understood as close, stable personal attention marked by selfless service. It seeks to help the other be open to the action of grace and contribute their own human collaboration, so they can respond to the questions and challenges they encounter on their journey of human and spiritual growth.

§2. Spiritual direction is a specific form of accompaniment and an important means of growth in the spiritual life.

#### Formation of formators

36. The Federation promotes the formation of formators because of the awareness that people who are well prepared to form, guide and inspire others are essential for deep, lasting and dynamic apostolic action.

#### Scope of the apostolate

37. When choosing apostolic initiatives, the Federation as a whole, the members of the federated institutions and the associated faithful seek to promote and undertake those that convey Christ's message with the greatest possible scope and depth.

#### Adaptation to times and places

38. The members of the federated institutions and the associated faithful, attentive to the needs of the Church and the world and with sincere respect for local cultures, seek to adapt their apostolic activity to the circumstances of time and place, in each case opting for the most suitable methods and forms for evangelization.

#### Organized and effective apostolate

39. Inspired by Christ's charity, the members of the federated institutions and the associated faithful carry out their apostolate in an organized and effective way. To do so:

- 1.° in any activity they undertake, they always keep the mission and goals in mind;
- 2.° they work in an orderly and organized way;
- 3.° they work as a team, each seeking to give their best at the service of the mission, and making the most of the synergy that comes from the complementarity of personalities, views and experiences. They apply the methodological principle "do, help others do and let others do."

#### **ECYD Statutes:**

##### The ECYD Mentor

32. `1. An ECYD Mentor is one who, under the guidance and action of The Holy Spirit, forms and accompanies ECYD Adolescents in their development towards human and Christian maturity.
- `2. Their mission is to help ECYD Adolescents experience the love of Jesus Christ, the only one who can transform and give full meaning to their lives, so that they become his friends and apostles at the service of the Church.
- `3. In order to fulfill their mission, the ECYD Mentor should know and love Jesus Christ; be a clear witness of Christian life, a demanding guide and companion; know the adolescent and adolescent psychology; and, above all, see each one from the Heart of Christ. Christ is the model for every mentor.
- `4. Ordinarily, ECYD Mentors are Legionaries of Christ, consecrated members of Regnum Christi, or first and second-degree members of Regnum Christi.

##### The ECYD Director

34. `1. The ECYD Director is an adult Regnum Christi member, whose mission is to foster ECYD's development in a locality in accordance with its identity and mission
- `2. Their principal function is to form ECYD mentors especially the team leaders. They should have the capacity to plan and project ECYD and evangelize in communion with the other sections and apostolates of the Movement, and the local Church.
- `3. The appointment of the ECYD Director pertains to the competent authority of Regnum Christi.

##### Working Together with the Family

37. The Family is God's gift to each person and plays an irreplaceable role in an adolescent's life. Parents are the primary and principle educators of their children. Therefore, ECYD Mentors should:

1°. Seek to help ECYD adolescents love and value their families; be good sons and daughters, good siblings to their brothers and sisters, and be apostles within their families;

2°. Actively work together with parents in the formation of ECYD Adolescents, involving the parents in activities and inviting them to help out with ECYD

Appendix B

