The “Responsibility” Series

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Recruiting
Equip
Spirit-filled
Praying
Optimistic
Next-Generation Leaders
who lead Self well…

Responsibility – The “R” is Recruiting

In our last Rep's meeting, we agreed that this year we will zero in on the word Responsibility from our purpose statement "to identify, equip and train Emerging Leaders who aspire to greater levels of responsibility within Teen Challenge." Some synonyms for responsibility are dependability and reliability. It is our responsibility as leaders to do our due diligence in recruiting the right person for the ELP because he/she will likely be our staff tomorrow. Besides loving God and wanting to give back to the ministry that has helped them, what are other indicators of a good Emerging Leader? Leadership gifts, a servant's heart - humble, personal will and, life-long learners. I am sure there are many more indicators that you can come up with. Use your assessment tools to help you; the Student's Assessment and Mentoring Map are great tools to use for this purpose. As the Rep, we should pray and ask the Lord to help us discern the spiritual gifts in our student body and help draw them out. When we have identified those gifts, we collaborate with the rest of the team (Directors and staff) to get counsel on each person. Other staff will see things that we don't see.

"We don't accomplish anything in this world alone... whatever happens is the result of the whole tapestry of one's life and all the weavings of individual threads from one to another that creates something." ~ Sandra Day O'Connor

Next, we equip. In next month's issue, we will discuss the equipping part of our Responsibility.

Responsibility – The “E” is Equip

Today we are looking at the next two critical pieces of our purpose statement "equip and train." The word equip according to www.thefreedictionary.com means "to supply with necessities such as tools or provisions and, to furnish with the qualities necessary for performance." In a recent discussion with Greg Hammond, he challenged the ELP Office to provide a consistent and practical piece to the ELP. John Maxwell says "equipping succeeds when training is interactive;" and suggests the equipping process be broken down into 5 steps:
Say it: explain the task.
Show it: demonstrate how to perform the task.
Assign it: let the other person attempt the task.
Study it: observe how the person performed the task.
Assess it: offer feedback based on the person's performance.

In the ELP we "say it" through the various leadership books that our staff and students read, we "show it" by modeling in our daily interactions and tasks how a servant leader approaches work and life, and we "assign it" by giving our ESL's responsibilities while walking alongside them as mentors and coaches helping them to grow as leaders. As Rep's we "study it" by observing their performance and "assess it" by providing positive feedback on how they can improve their leadership. Finally, we celebrate them. We celebrate their successes at graduation and Summits and recommend them for positions according to their fit. Let us continue to apply the 5 steps of Equipping as we do the ELP with our staff and students, not to them. To enhance the learning process, please print the ELP SHAPE document below (which includes notes from our recent Rep's meeting). Distribute it to each of your emerging leaders, discuss it in your weekly meetings and place a copy on your local ELP board. "The ELP will be the leadership development program for Teen Challenge worldwide."

**Responsibility – The “S” is Spirit-filled**

Spirit-filled is not a word that comes readily to mind when we think of responsibility because the word “responsible” carries with it a connotation of task-orientedness rather than character development. However, responsibility encompasses first the heart and then follows the task. I have learned and continue to learn that as leaders we need to be totally dependent on the Holy Spirit’s counsel, comfort and guide to teach us all truth which includes how to be effective, responsible leaders. Are we doing “busy work” or “spirit-led” work? As staff our example of total dependence on the Holy Spirit help our emerging leaders see that leadership is as much about our talents, gifts and skills as well as the heart; seeking God’s heart for each person in each situation. I’ll close with a quote from Ken Blanchard author of Lead Like Jesus (2005):

“We must worship Him (God) above all, rely on Him as the source of our self-esteem and security, and honor Him as the omniscient audience and authority for our decisions. Jesus is the supreme example of this emphasis of depending on God the Father as His source for everything.” At your next weekly meeting, consider having a time of prayer, study of the word and sharing with your emerging leaders. Ask for testimonies of instances where they were faced with a difficult situation and depended on the Holy Spirit to guide them or something that the Holy Spirit highlighted in their leadership that they need to work on. Share your own experiences with them. Let’s do leadership with our emerging leaders, not to them.

**Responsibility – The “P” is Praying**

Praying, and more specifically, Ernest Prayer is the first E in our FIVE strategic plan and our main thing that informs all other strategies. Prayer is a lifestyle, not just a routine or ritual that we do as Christians. As leaders in Teen Challenge who are carrying out the vision of life-transformation, it is important for us to have intimacy with the Lord and make prayer a part of our lifestyle. But how do we do that?

“We allow the Holy Spirit to teach us how to pray and hear the heart of God, praying for the things that break His heart. We also ask the Father who is Love to show us how to love His Son, Jesus Christ and love others. When we genuinely love others we can pray for them more freely. Oftentimes as leaders we pray more when we are in a crisis or have a need. Greg Hammond says it is the goodness of God that
furnishes to us what we need. His goodness is there to provide. He is seated at the right hand of the Father making intercession for us and when we call He is happy to give us, not because we work hard, but because He is good. And finally, we model for our students a heart filled with love for Christ; a yearning desire to meet him at the altar as our Bridegroom and offer Him - everything. Folks, prayer is the first strategy for “where life-transformation happens.”

Responsibility – The “O” is Optimistic

Optimistic people by and large are more successful than pessimistic people because they take a favorable view of events or conditions and expect the most favorable outcome. When our students walk through our doors, they are pessimistic about their future but as they meet Jesus and the Holy Spirit begins to work in their lives, and leaders begin to speak to their future, they become optimistic. When leaders discern their spiritual gifts and begin to call it forth; identifying the path God has for them, we begin the process of “raising up sons.” Proverbs 22:6 says “Train up a child in the way he should go; even when he is old he will not depart from it” (NASB). I challenge you today to look at your emerging leaders who might be struggling to find God’s path for their lives and spend time to pray with them, to identify their gifts and call it forth and seek God for the path He has for them. Let us walk alongside our emerging leaders and do ministry with them, not to them.

“We want to make you aware of a switch of roles in our ELP Office. As the CDT Admin Assistant, Bryan Sherman will be taking over the calling and ordering of books while I will be focused on further development of the ELP in my new role as ELP Director/Coach. I will be contacting you in a few weeks to get your feedback on how we can help you improve the ELP on your campus and also to share some new ideas with you.

Responsibility – The “N” is for Next-Generation Leaders

Next-Generation Leaders are the set sons and daughters who carry the TC DNA with them and are able to inject that life into a Center. Not every graduate who passes through our doors and desires to give back to the ministry carries the TC DNA. The scientific definition of DNA is a “nucleic acid that carries the cell’s genetic information and hereditary characteristics via its nucleotides and their sequence and is capable of self-replication…” (http://dictionary.reference.com/browse/dna). The key word here is self-replication. Those who carry the TC DNA are so much like our fore-fathers; they replicate after the fathers - the passion, obedience, faith and grace walk with God. They are lovers of Jesus and have a supernatural burden to help the hurting. Next Generation Leaders are carriers of the presence of God - an anointing that breaks the yoke. They are becoming a Man of God or a Woman of Strength. They are life-long learners and have leadership humility and will. They live and breathe Teen Challenge. Look for them in your student body and call them forth to their destiny. These are they who will carry the DNA for the next 50 years of Teen Challenge.

Responsibility – The “S” is for leaders who lead Self well

As you know, the Level I curriculum focuses heavily on self-leadership because we believe we lead ourselves first before we seek to lead others. In this edition, I will draw heavily on Habitudes 1 “The Art of Self-Leadership” by Dr. Tim Elmore. Elmore says “leaders realize they are drivers – and are responsible for their attitudes and destination in life.” Being a driver is about taking responsibility for yourself and those under your care - taking ownership. “Individuals who don’t want to take responsibility
have a victim mind-set; they are passengers in life.” However, when things go wrong, leaders are determined to remain drivers by taking responsibility for their attitudes, how they respond to problems and the direction of their lives.

The role of the Rep is to coach the emerging leader to lead themselves well. Our student leaders are prone to fall short because they are not coached on how to manage themselves well. They have not developed the character to do what’s right even if they don’t feel like it, they are not secured in their identity in Christ and, in the busyness of life and work, our Core Values are not assessed against decisions. As Rep’s, let us look for those coaching openings/opportunities to help our emerging leaders grow. Identify those gaps in character, help them set SMART goals and execute plans which will move them from making excuses and default patterns to taking responsibility for their lives.