

## **Target 21 Western Australia (WA T21)**

Prepared for Joshua McMahan, new convener of the WA T21 organising committee, November 2007.

This document is made up of 3 sections:

- Vision and purpose of T21
- Proposed preparation timeline
- Organising committee structure

### ***Vision and Purpose of T21***

T21 originally ran as a national program under the Christian Reformed Resource Center Youth Committee (RCYC) and consisted of a week of leadership training at the Reformed Theological College (RTC) followed by a week of mission in the Solomon Islands. In simple terms the aim of the T21 program is to 'target tomorrow's leaders', the name Target 21 is derived from this aim and refers to Targeting leaders for the 21<sup>st</sup> century.

Although the national program was effective it was not efficient. Due to the structure of the program it was only ever possible to have a maximum of 14 participants each year. To overcome this inherent inefficiency the national leadership program was always intended to be a precursor for state based programs. If state based programs took place in WA, Queensland, Victoria, NSW and Tasmania it would be possible to train 5 x 14 leaders, equating to 70 leaders undergoing training.

In 2006 the first state based T21 program took place in WA with a training week in Dwellingup and mission in Broome. This was followed up in 2007 with a program of similar format as well as NSW running the THING – their state equivalent of T21.

Unlike Ministry Training Strategy (MTS) or an internship which are both extensive leadership programs, T21 is an intensive program taking place over a 2 week period. After 2 years of experience with T21 in WA it has become clear that the impact of T21 is closely tied to the preparation before the program and the debrief process after. In practical terms this means that T21 should be an exciting and intensive growth period in a long term leadership development program. For example, potential youth group leaders identified at Gosnells are assimilated into the organizing committee and assigned a mentor (experienced leader – usually having gone to T21). They attend T21 and are then encouraged and helped to use what they have learned in the context of the youth group.

The vision of T21 is therefore to be an intensive leadership development program. However, more and more it is to be a part of long term leadership training/mentoring programs in local churches. The role of T21 is to open the eyes of the participants to the requirements, joys and struggles of Christian leadership. A positive by-product of T21 is that relationships formed between leaders from different churches can only strengthen

relationships amongst different churches and create further synergy in kingdom work in WA.

Through the death and resurrection of Jesus Christ we see God reconciling his people and redeeming creation (Rom 8:19-21, Col 1:20). As God ushers in this new Kingdom, we his children – the members of the church, have the privilege of working with him. We are called to make disciples of all nations, bringing them to perfection in Christ (Matt 28:16-20, Col 1:28). In T21 our mission is to train young people to be leaders in their God given calling so that they may serve God by making disciples and bringing them to maturity.

In light of these lofty aims we plead with God for the Holy Spirit to work within the organizers of the program and the lives of the young people who attend. We pray for wisdom, humility, courage and teachable hearts. In the past two years God has tremendously blessed T21. We rejoice in God for his goodness, praising and honoring our King for the blessings he has poured out on us. However, as the current convener of the T21 committee I humble myself before Jesus asking him for forgiveness for our hard hearts, our laziness and our lack luster thankfulness for his amazing goodness. As the next T21 approaches let us step out in faith, trusting that it is God who will work in the lives of people and therefore work to the best of our abilities to facilitate this.

To help us realize this, the next two sections summarises two years of experience by outlining a preparation timeline in the lead up to the T21 program and structure of the organizing committee.

### ***Proposed Preparation Timeline***

The following timeline is based on the past two years of T21 organisational experience and sets out the basic tasks that need to take place and when they should occur. The starting point of this timeline is after the T21 program has finished and is structured around the meetings:

- **End of July (1 week after T21 has finished)**
  - Meet to organize the debrief process and thank God in prayer
- **End of August**
  - Discuss and review the debrief process, making changes if necessary
  - Begin the selection of new leaders
- **End of September**
  - Initiate the nomination process
  - Incorporate new leaders
  - Review and consolidate finances.
- **End of October**
  - Check progress in the nomination process, ensure leaders are beginning to nominate members of their congregation (this also involves promoting T21 in the church to assist this process)

- Review the T21 program, think of improvements that can be made to the training week (e.g.: different teachers or accommodation) and mission week (e.g.: different location or different structure)
- **End of November**
  - New leaders should be incorporated into the organising committee
  - Make sure nominations are happening
  - Organise the finance person to send off a letter to classis asking for funds
  - Reports on progress made to changes in Teaching and mission programs
- **Mid/End of December (before holidays)**
  - Teachers should be tentatively booked by this time
  - Teaching week accommodation should be decided upon and possibly booked
  - The mission option should beginning to be firmed up.
  - Develop participant mentoring program for the lead up to T21.
- **End of January**
  - Nominations should be starting to come in
  - Mission and teaching weeks should be relatively sured up
  - Write letter to classis, informing them of progress
- **End of February**
  - All nominations should be received
  - Choose participants
  - Send out acceptance letters
  - Initiate fundraising process
- **End of March**
  - Mission should be certain
  - Review participant preparation process
  - Continue fundraising preparation
  - Begin preparing a meeting for all participants to attend
  - Prepare Timetable
  - Organise cooks
- **End of April**
  - Send out Letter to various sessions informing them of the T21 progress
  - Send out letter to participants to inform them of progress with the program
  - Review preparation process
  - Review timetable
  - Organise cooks
- **End of May**
  - Final letter – timetable, final payment and important information
  - Organise the program
  - Ensure preparation process is finalised
- **End of June**
  - Final preparations

The above is a basic outline and needs to be bolstered with the opinions of the committee.

## **Organising Committee Structure**

As discussed at meetings following T21 2007 it was suggested that new leaders should be chosen from the pool of the previous years T21 participants. This allows them to use what they have learnt in their church, maturing their gift before being thrust into T21 leadership. Another practical reason for this is that many participants are still quite young and are not yet ready for T21 leadership.

As outlined in the leadership structure document presented early this year leaders aim to stay in the committee for 3 years. In their first year they are mentored by a previous member, in their second year they are free agents and in the third year they are mentoring a new participant. Their role in the committee will depend on their gifts, experiences and preferences. The committee does not necessarily need to have a defined structure as the members of this committee will be regularly changing. However, I do suggest the following roles be incorporated into the committee:

- Convener
  - Organizes meetings
  - Keeps leaders accountable
  - Writes minutes, and
  - Sets the Vision for T21, maintains the morale and is ultimately responsible for it.
- Administrator
  - Initiates Nomination process
  - Handles correspondence to churches and participants (not necessarily writing the letters, this is usually the role of the convener)
  - Assists the convener in his role
- Treasurer/finance
  - Handles transactions
  - Sets budget of T21 and therefore cost to participants
  - Works closely with Fundraising coordinator
- Missions coordinator
  - Sets up mission program
  - Liaises with contacts on the ground
  - Organises mission week timetable
  - Organises mission week transport (driving/flying)
- Teaching coordinator
  - Liaise with teachers
  - Set up teaching week program
- Teaching week coordinator
  - Organises accommodation, transport and cooks
  - Works with the teaching coordinator
- Fundraising coordinator
  - Coordinates fundraising effort

These are in no way set in stone, nor do they need to be done by separate people, however, they provide a good guideline of the different roles people can undertake. This

should also be used as a guide when choosing new leaders – do they have suitable gifts for these roles?