

DIVINE WORD COLLEGE
FORMATION PROGRAM
FOR
WOMEN RELIGIOUS

May 2016



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**DIVINE WORD COLLEGE
FORMATION PROGRAM FOR WOMEN RELIGIOUS
MAY 2016
STATEMENT OF MISSION**

The Divine Word College Religious Formation Program aims to foster within each student a life-long commitment to serving God's people, whether that be as a religious-missionary, a religious, a diocesan priest, or a lay person. The Program encourages the development of the student's intellectual capability, spiritual gifts, growth in community and ministerial skills. This occurs within an intercultural community and shaped by the missionary spirituality of the Society of the Divine Word (SVD).

CORE BELIEFS AND VALUES OF THE FORMATION PROGRAM

- The Trinity is the source of life and energy.
- The Incarnate Word is the model of total surrender to God.
- The Church is missionary by its very nature; therefore, all Christians, religious or lay person, through their baptism, are called to witness to the Gospel.
- A commitment to mission involves a passing over from one's own culture and circumstances to proclaim the Good News and help usher in the Reign of God.
- A call to mission, whether as religious or lay person, is best discerned and confirmed in community. To continue to hear and respond to a genuine calling, requires maturity-a maturity which integrates cultural, social, spiritual and intellectual identity.
- A capacity for intellectual growth and a commitment to lifelong learning and ongoing formation in the areas of physical health, emotional growth and social development in interpersonal relations, and leadership are foundational for effective leadership among God's people.
- All women religious participating in this program accept responsibility for their own growth in light of the charisms of their religious communities or dioceses.

PROGRAM OBJECTIVES FOR WOMEN RELIGIOUS

The goal of all formation and education at Divine Word College is growth by the power of the Holy Spirit into unity with the Incarnate Word of the Father and into missionary ministry in a worldwide, multi-cultural church. This growth is a lifelong task, a shared responsibility to be faced by both the individual and the community. In this way we become capable of carrying out the mission of the church: to be witnesses of the gospel of Christ to all by our personal lives, our community living and our preaching so that Christian communities may be built up. (Based on SVD Constitutions, 501)

The Religious Formation Program provides an environment in which a religious sister can learn about mission, as understood by the Society of the Divine Word. It provides her with opportunities to meet the challenges of the program which will enhance her future mission.

The Program is developmental. It provides the religious sister opportunities to grow in self-awareness and personal identity essential to a healthy spiritual life and mission commitment through the different dimensions of religious mission formation: the human, intellectual, spiritual, communal and ministerial.

Human Formation

Develops mature persons able to deepen both their desire to live in religious community and their readiness to engage in mission.

Our formation is total and integral: it seeks to foster human maturity, professional competence and committed faith. Growth in human maturity occurs in a progressive deepening of self-knowledge, in the unfolding of one's personal qualities and in the achievement of that inner freedom which makes responsible decisions possible. (Based on SVD Constitutions, 503)

Living and interacting among religious members from different cultural backgrounds and charism, the Religious Formation Program encourages the religious sister to grow in self-knowledge and self-acceptance. It promotes good physical and psychological health and formation in sexuality and celibacy. It teaches the skills for interpersonal relationships essential to a free and mature living.

Spiritual Formation

Develops faith-filled, women religious rooted in Jesus Christ and committed to personal and communal prayer as foundation for mission service.

We must shape our lives according to our faith by always listening for the voice of the Holy Spirit who speaks to us in scripture, in the life of the community and of the Church, as well as in contemporary events. Our response should be in prayer and action. In the spirit of the Society of the Divine Word, our spiritual lives are inspired by St. Arnold Janssen's example, for he was a man of faith and prayer, of openness and dedication. (Based on SVD Constitutions, 508)

The Religious Formation Program invites the religious sister to grow in her awareness of God's presence in every people and nation and her understanding of the mystery of the death and resurrection of Jesus. As the Incarnate Word proceeds from the communion of the Trinity in service to others, so she learns that religious life in mission is always communal and rooted in a concrete social and historical reality. As Jesus emptied himself and "took on our human likeness," so she learns to empty herself of her cultural predispositions and biases, even temporarily putting aside her language. While treasuring her congregation's charism and spirituality, she is also invited to live among other women religious in order to become one with others, to be re-formed in a new mission spirituality.

While centered on the Eucharist, the spiritual life of the College includes many additional aspects that challenge the religious sister to grow in her personal devotion and in community. Through life in community and service to others, she experiences the presence of God. In the mystery of her own person and that of others, in the known and the unknown, she meets God anew. Her spiritual growth also supports her vocation and deepens her desire for life in a religious and mission context.

Intellectual Formation

Instills a commitment to acquiring and developing the knowledge and the skills necessary to interpret and communicate the Gospel.

Our students achieve proficiency in English, acquire foundations in the liberal arts, and pursue knowledge in a major subject area. These efforts serve to increase their knowledge of human nature and society and to deepen their growth into the mystery of Christ... The program of studies for our students should deliberately emphasize the mission dimension and the value of social cultural and religious plurality for the proclamation of the Gospel. (Based on SVD Constitutions, 516 and 516.1)

The Academic Program is the primary instrument to help the religious sister grow in knowledge of the liberal arts. The Religious Formation Program works with the Academic Program in assisting her in a growing appreciation of learning by understanding its significance for effective future ministry. She comes to understand that learning and religious formation are parts of an integrated process necessary for mission service.

Intercultural Community Formation

Enables women religious to be rooted in their own culture and to cross over to other cultures with respect and sensitivity, while deepening skills for religious community.

...we meet with friendliness and goodwill those among whom we announce the gospel growing into their historical situation, customs and mentality...we make every effort to master the Language of the people and become familiar with their history and culture. Following the principles of the gospel, we respect the customs and habits of the people among whom we work, avoiding every derogatory criticism and comparison. (SVD Constitutions, 120.1 and 2)

The Religious Formation Program invites the religious sister to develop the skills and abilities vital for crossing over to other cultures and for ministering in a multicultural church. The Program first enables her to grow in appreciation of her own culture and to learn about and appreciate other cultures. It then enables her to develop the ability to challenge and critique her own and other cultures, even as she grows in awareness and respect for those cultures. The Program invites the religious sister to continually deepen her commitment to life in religious community through actively building up the community and accepting support from others. The life of study, work, and worship within the College's intercultural and religious environment provides opportunity for developing this commitment.

Missionary Ministry Formation

Allows women religious to develop their ministry skills and to apply their gifts and education to mission service.

In order that this vocation can develop fully, formation must be integral, rooted in one's own culture, community-forming, directed towards apostolic service and open to the needs of the world... (SVD Constitutions, 502)

Besides the skills and knowledge requisite for mission, the Religious Formation Program offers opportunity for applying these tools in *concrete* activities within a Christ-centered community. This practical service helps the religious sister see how her coursework and other activities fit in with the charism of her congregation.

Careful preparation, supervision and support, reflection and evaluation characterize the service experience. Challenges inherent in working with people of differing socio-economic or cultural groups offer significant opportunities for growth. The structure of the program helps educate the religious sister about her own areas for growth, and helps her develop critical insight and sound judgment. The process further stimulates her desire for service as she learns of the needs of the world and her own gifts in meeting those needs.

FORMATION PROGRAM FOR WOMEN RELIGIOUS

The Formation Program of Divine Word College fosters the maturity and growth of the religious sister oriented toward mission in five facets of development: human, spiritual, intellectual, intercultural community, and mission ministry. Her growth is demonstrated through observed behaviors and expressed ideas, manifestations of her own deepening discernment of her call which allow others to help evaluate her readiness for mission.

The religious sister is challenged to see the Program's expectations as an invitation to freely choose, out of love and a personal relationship with Jesus Christ, a way of life that leads to dedicated mission service, personal fulfillment in a shared community life, and her own ever- deepening spiritual life.

Each facet of the Program consists of a rationale, means of implementation, outcomes, and the means used to assess those outcomes.

Facet One: Human Formation

Human Formation requires an integration of knowledge and acceptance of self, physical and psychological health, sexuality and celibacy, and interpersonal relationships. Each contributes to the development of the others. This integration moves the individual to healthy holistic human development.

Knowledge and Acceptance of Self

Self-awareness and acceptance of self are an essential component in the mature religious sister's ability to respond freely to her call to religious mission.

Every year, each religious sister is assigned to a formation group. This group is led by a Formation Director who accompanies her for the academic year, and the Formation Groups meet regularly. The purpose of the formation group meeting is to present information regarding religious life, mission, and issues of personal and vocational growth. The formation group also offers an environment in which members of the group interact in such a way as to deepen their understanding of each others' values and perspectives. The group is a lived experience of community, a place to enjoy and learn from each other, share personal journeys, discuss and solve problems, and develop skills essential to religious community life.

To facilitate the religious sister's increasing self-awareness, her Formation Director helps her set reasonable and measurable personal goals at the beginning of each academic year, including the steps she will take to achieve these goals. The goals can be modified as needed during the year.

This process encourages her to undertake greater responsibility for her own growth. Personal sharing once a semester with her Formation Director involves discussions of her progress in the context of the five facets of the Formation Program.

In this process, the religious sister demonstrates an increasing awareness of her interpersonal and emotional life, sexual development, accomplishments and leadership. She also notes areas that may still need maturing.

The Dean of Students will inform the religious sister's major superior and religious community formation director about her progress when requested.

Physical Health

It is important that the religious sister is aware of the need not only to take care of her own physical health but to develop the physical stamina necessary for work required in mission.

In order to encourage habits that promote good physical health, the College provides balanced meals, and recreational facilities with a swimming pool, weight room, gym, tennis courts, and outdoor sports fields. Intramural activities are also offered. Women religious are expected to avail themselves of these facilities and activities according to their own interests and abilities. The Program also provides a regular series of formation topics related to a healthy lifestyle.

The religious sister demonstrates her commitment to good physical health by her choice of regular exercise, maintenance of an appropriate weight, healthy eating habits, and regular medical and dental care.

Psychological and Emotional Health

Religious mission is dedicated to service characterized by a commitment to intercultural living. To live among people whose cultures and belief systems are often different from her own, she must possess strong emotional health and skills for maintaining it. The healthy religious sister is stable, handles conflict satisfactorily, moves past disappointments and defeats, is able to tolerate differences of opinion, and copes successfully with the normal tensions resulting from community life.

The Religious Formation Program provides a regular series of formational topics on healthy emotional development and offers opportunities to meet with a Spiritual Director, Formation Director and/or professional Counselor. There are also opportunities for the religious sister to work with others in a range of leadership positions that can at times be demanding and stressful. With the guidance of members of the Formation Team and other supervisors, she learns how to cope with the emotional demands required in leadership.

In the Religious Formation Program, this development is measured through the Formation Director's direct observation of the religious sister's emotional stability and ability to exercise her leadership in working with others.

Sexuality and Celibacy

God created humankind as sexual beings in order to participate in the continuity of creation. The sexual energy present in each individual is at its richest when it is expressed in appropriate witness to bring about ever more fully the Kingdom of God. The call to the religious life necessitates a mature response to live the consecrated life of celibacy. The response to this call is to find mature love in relation to others and in particular to the people one serves and to find ways to express one's sexuality in a healthy way. Formation for religious mission requires that the religious sister come to a deeper understanding and appreciation of the physiological, psychological and spiritual aspects of her spirituality and their implications for life-giving ministry.

The Religious Formation Program utilizes a number of means for developing growth and understanding of sexuality. Academic courses in Human Sexuality and Sexual Ethics are offered on an annual basis. Regular assembly presentations address topics in human sexuality. Each formation group studies issues on human sexuality appropriate to the group's formation level, starting with topics on basic biology and moving on to topics such as sexual orientation, boundaries, addiction, and male/female relationships. College policies clearly define appropriate sexual conduct and use of electronic and publication media. The religious sister participates in activities with a broad spectrum of individuals both within and outside of the College. Every year, the College provides the workshop "Protecting God's Children" to raise awareness regarding the importance of protecting minors from sexual abuse.

The Academic Program, formation group discussions and College-wide presentations and forums facilitate the development of sensitivity, respect, and appreciation of one's sexuality.

The religious sister may speak confidentially about sexual issues with the College Counselor and/or her Spiritual Director. Positive experiences and challenges in lived relationship with others come from social activities and living in a close community. Outlets for sexual energy can be found through sports, study, work, service and prayer. There are also important opportunities for her to come to appreciate herself and reflect on the life she has committed herself to through times of solitude and retreat.

Within the context of spiritual direction and with other trusted formation personnel, the religious sister begins to learn to share how her sexuality impacts her personality, spirituality, and ultimately her ministry. She has regular opportunities to meet with spiritual directors and counselors. The College exercises special sensitivity to the personal and cultural needs of individual religious sisters in the discussion and consideration of human sexuality.

A religious sister who has a healthy sexual identity as a celibate will demonstrate this through her ability to maintain appropriate boundaries with friends and those with whom she ministers and interacts. She will have accurate knowledge about human biology regarding her sexuality.

The Formation Director notes the religious sister's ability to maintain healthy boundaries.

Interpersonal Relationships

In order to be an effective minister in working with others, in leadership, in positive contributions to community living, the religious sister requires good interpersonal skills.

Opportunities to learn and practice interpersonal skills are present in formation groups and college community, working through issues related to community living and the various recreational opportunities offered at the College.

A religious sister demonstrates these growing abilities by active participation in the life of the College community through the exercise of leadership, responsible fulfillment of assigned duties, volunteering, and social interaction with both peers and staff. The successful development of interpersonal skills is verified through the Formation Director and peer evaluations for those in temporary vows and through the sensitivity and insight she shows in her own self-evaluation and her evaluation of others.

Facet Two: Spiritual Formation

A core foundation for mission service is a strong personal and communal relationship with Jesus Christ. A religious sister needs a solid life of prayer to support her in carrying out her work of spreading the Gospel. Jesus Christ modeled this in His own life through frequently going to a quiet place to commune with the Father. The core areas of development for her are strong faith development, personal prayer, participation in communal prayer and vocation development.

Faith Development

Faith in God and its expression are personal to the religious sister and her relationship to God, the Creator. Genuine faith can be seen in her active response to God's Word and in a life based on Christian values. A deep faith in Jesus Christ and His Church as community of faith is foundational for dedicating herself to religious mission.

To assist the religious sister in her faith, the Religious Formation Program offers liturgical formation, content topics related to faith, annual retreats, and days of recollection. There are ample spiritual reading resources in the College library and reading room. Opportunities exist for her to participate in student-initiated prayer groups and sharing. A key component for faith development is her participation in regular spiritual direction. Women religious who are in temporal vows are required to see a spiritual director monthly. Those who are in final vows are highly encouraged to see a spiritual director regularly. Priests are also available for the Sacrament of Reconciliation weekly and upon request.

The faith life necessary for religious-mission is best demonstrated through the religious sister's self-evaluation, her own articulation of her faith as demonstrated in community. She also expresses her faith and spiritual journey in formation group Bible sharing and also by the ways she places her faith on a level of importance equal to or greater than other aspects of her total development.

Personal Prayer

Within the context of faith, a personal relationship with the Lord is best developed in prayer. The religious sister exhibits the importance of setting aside time for private prayer, meditation and Scripture.

To facilitate personal prayer, the *College* provides the main chapel and small private chapels with particular devotional and ethnic themes for places of solitude. Tranquility weekends, where *College* activities are curtailed, also give the religious sister additional time for prayer or spiritual reading. Quiet time in the evening is also encouraged in the sisters' residence for prayerful environment. The campus ground is also a tranquil sanctuary where she can encounter God in nature. Further prayer resources are available through the library and in the various chapels on campus.

A religious sister who sees the importance of personal prayer in her life will set aside regular times in her daily schedule where she can encounter the Lord in reflection or Sacred Scripture. She uses the various chapels, opportunities for prayer times and spiritual readings provided by the *College*.

The Formation Director assesses a religious sister's personal prayer by asking about her satisfaction with the nature and quality of her prayer life.

Communal Prayer

The community comes together to worship God and to pray in mutual support and as an expression of faith. A religious sister goes beyond her individual expression of prayer and enters into the prayer of the community as she has done in her religious community prior to coming to Divine Word *College*.

As a community, the *College* comes together for daily Eucharist, evening prayer, services offered during Holy Week or special occasions, and formation group Bible Sharing. There are opportunities for communal prayer with small prayer groups outside of formal community prayer and the weekly Holy Hour. The *College* encourages particular cultural expressions of liturgy by setting aside a day each week for Masses to be celebrated not only in English but also other languages.

A religious sister who has *come* to internalize the importance of the Eucharist in the daily life of the Church and community is present on a daily basis. She also actively participates in the life of the faith community by attendance at Vespers, shared formation group prayer, and special religious events such as during Holy Week.

The communal prayer outcome is measured through the religious sister's faithful attendance and active participation at daily Eucharist, Sunday Vespers and other designated communal and formation group prayer times.

Vocation Development

Divine Word College provides an environment for ongoing discernment. A religious sister's efforts to deepen her religious commitment are an essential component of her spiritual development. This effort takes place through the processes of faith development, personal prayer and reflection, and active participation in communal prayer and spiritual direction.

The Program schedules regular presentations by SVD missionaries and special sessions within Formation Groups to help the religious sister further understand the nature of mission activity. In spiritual direction, she discusses and refines her discernment within a confidential setting. The College Counselor has various psychological instruments to assist her to further understand herself and her gifts and talents. Various College celebrations such as Mission Sunday also provide additional contexts for understanding mission.

A religious sister who takes seriously these core dimensions of faith development and fully participates in them gives evidence of a commitment to her vocation. Her presence at College sponsored activities supports her genuine commitment.

Facet Three: Intellectual Formation

As a future leader in the Church, the religious sister must come to recognize that her education and intellectual development are essential tools for becoming a knowledgeable leader and communicator in the Church. A strong intellectual foundation plays an essential role in her total development, especially through reading as a way to continue to gain knowledge about herself and to more deeply appreciate and understand the world within which she lives. As a minister/leader, she will find herself engaging in dialog with others of differing perspectives, which will require strong intellectual skills. Key components are her attitude towards learning and her commitment to becoming an educated person and a life-long learner.

Attitude to Learning

A religious sister preparing for mission shows an intellectual curiosity and a positive attitude toward learning. This attitude is crucial to complete a rigorous course of studies.

The Formation Program provides interviews and formation groups as both places and resources for further positive intellectual development. Formation group discussions include topics such as techniques for effective study, which will help her thrive in her academic work. Divine Word College also provides cultural events, reading materials, and access to electronic media which enhance her learning.

A successful religious sister works to acquire a solid education that will serve her as a foundation for the rest of her life and develops a dedication to continuing intellectual growth. With such an attitude she will venture outside of mere academic requirements and make use of educational media available to her. This attitude is expressed in curiosity about the world. The regular reading of newspapers, scholarly magazines and journals is evidence of her growing intellectual curiosity and sophistication.

The religious sister's attitude toward intellectual development is demonstrated in her cumulative grade point average and its maintenance and improvement. Her Formation Director and the Dean of Students *receive* a copy of her semester grade report and have access to her daily progress through on-line grade reports.

Commitment to Learning

A successful religious sister completes the Formation Program with a strong commitment to intellectual development needed for life-long learning. To help facilitate a commitment to intellectual growth and life-long learning, the College provides an excellent library, a reading room with a large number of magazines and newspapers, various cultural events, and access to the worldwide web. Every day conversation is also an opportunity for her to improve her learning and communication skills. The Formation Director assists her in establishing personal academic goals for her intellectual development and in helping her achieve those goals. (cf. Knowledge and Acceptance of Self)

Evidence for this growing commitment can be measured through a religious sister's participation in extra-curricular programs and attendance at special cultural events. This commitment is measured in her dedication to personal study and genuine interest in improving the quality of her learning. The Formation Director speaks with her about her intellectual activities and notes her participation in extra-educational activities.

Facet Four: Intercultural Community Formation

In the spirit of the Society of the Divine Word, women religious dedicate themselves to the goal of the proclamation of God's Word to all peoples. To achieve this goal, the religious sister may have to be ready to leave her own culture and to "pass over" to other cultures and live and work in communities comprising members of many cultural backgrounds. An important *facet* of the Religious Formation Program, therefore, is preparation for intercultural living. This facet involves respect, participation, skills, and the appreciation and ability to analyze her own culture.

Development of Respect

To successfully interact with other members in intercultural community and mission, and work in cultures beyond her own, a religious sister must respect and appreciate cultural differences.

The College offers opportunities for the religious sister to develop cultural *respect*. The Formation Program provides her with the opportunity to live with students from cultures other than her own. Cultural dinners, cultural music, ethnic magazines, and art from different areas of the world offer a multitude of perspectives.

A religious sister has the opportunity to participate in Mission Sunday, Lunar New Year, and other cultural celebrations. To offer her an opportunity to develop on-going relationships with families in the local area, the College sponsors the Friends Across Nations Club.

Issues related to understanding and respect are discussed openly in the Dean's Forum and formation groups.

The religious sister demonstrates respect by reaching out to and having close friendships with individuals outside of her own cultural background. She reaches out by engaging in activities such as sharing meals in the dining room, sports activities, mixing in social events, walks and conversations. The Formation Director considers her attendance and genuine participation in cultural events and celebrations.

The religious sister is expected to develop a growing understanding and appreciation of the various and changing roles of women in society and the Church.

Community Participation

In addition to cultural celebrations, the College sponsors work-study/community service where a religious sister has a chance to perform service for the College community; such as working as sacristans, washing dishes, mopping the hall ways, etc. Besides the work-study/community service, the College also sponsors ministries of service to people beyond the immediate College community with the elderly, homeless, physically and mentally disabled, ethnic parish events, and youth. All students, including women religious, are assigned to different ministries during their time at Divine Word College. The formation group charters aim to bring students together in various activities. Recreational facilities such as the Pour House, student lounge, and sports areas are designed to bring students together for greater interaction.

A religious sister who comes to appreciate other cultures will demonstrate this appreciation through positive interaction with others from different cultures in leadership positions. She interacts in the classroom, dining room, chapel, activities and sport events. She learns about other cultures through reading and other media. She learns a language other than her own and gains the cultural understanding that goes with that language. The Formation Director will observe and assess whether she takes the initiative to reach out to members of other cultures by inviting them to join in social activities.

Skills for Intercultural Living

A religious sister learns skills for intercultural living and service in such courses as World Art, World Music, Humanities Survey and other academic settings. She learns to sing in different languages through liturgy preparation and by preparing for cultural events in which all students participate. Weekly ministries, language classes, and community *service* teach further skills.

As a religious sister completes her formational experience at Divine Word College, she builds skills in living and working interculturally, including leadership skills for working with individuals from different cultural backgrounds.

Critical Appreciation of One's Own Culture

A religious sister becomes more aware of her culture and its assumptions when exposed to a different culture or set of values. She comes to a greater awareness and appreciation of the gifts of her culture, yet must be able to critique aspects of her culture.

The religious sister *comes* to a *greater* awareness of her own culture through making presentations, preparing food, sharing in her formation group and participating in Masses celebrated in her native language. Intercultural courses present her with intellectual tools for reflection on her own culture and other cultures. The library has a significant collection of books in different languages about various countries and their cultures. The College educates on immigrant experiences and adaption to new cultures. The Religious Formation Program is structured so that she will be able to discuss and write about the values explicit and implicit in her own culture.

Facet Five: Formation for Mission

The religious sister continues to develop awareness of her own gifts and how these may be applied to the mission endeavors of the church in the spirit of the Society of the Divine Word. In the future she will use her gifts in service of the Christian Community and the proclamation of the Good News. At the College level, she begins to become aware of what will be required of her as a religious engaged in mission. Growth in mission ministry involves establishing and or deepening ministry skills and developing awareness of what may be required of her in mission.

Ministry Skills

The College provides opportunities for ministry which are often intercultural experiences for the religious sister. These experiences are evaluated with her on-site supervisor and are shared in reflection with her formation group at the end of each semester. She then completes an end-of-year self-evaluation of her own ministry efforts both within and outside the College.

Skills for ministry are measured through the religious sister's willingness to go beyond simply meeting her own needs to extending herself to be of genuine service to others. She exhibits this through her willingness to volunteer for common activities as her gifts allow. She is willing to explore skills and activities she may not have tried before because she realizes their development may be helpful in communal mission life. She shows responsibility and commitment to do her best in carrying out community assignments. She develops confidence in completing assigned tasks and taking initiative.

Awareness for Ministry

By awareness, the religious sister is able to come to a theological reflection, both oral and written, of her ministerial experiences and how they might be a lived reality of the Gospel message. Satisfaction and growth in ministry in the context of the theological reflection become important components for vocational growth. Along with her formation group and her

Formation Director, she takes a realistic look at her faithfulness in fulfilling various ministries both within and outside the College.

The College provides opportunities for the religious sister to deepen her understanding of ministry. Academic offerings, a program of cultural events, as well as the decor of the College celebrate the universality of the Church's mission, its grounding in all cultures. She has opportunities to interact with Divine Word Missionaries who have served in other parts of the world. She participates in a lively Mission Sunday liturgy and international food festival.

Through formation group activities and interviews with formation directors, she reflects on her growth in readiness for ministry across cultures, social and economic classes, for dialogue with persons of other religions.

The religious Sister's ministry reflection with her formation group and Formation Director provides a gauge of her understanding and sense of her vocation. Workstudy evaluations provide evidence of her faithfulness to basic community responsibilities. Participation in campus activities shows her willingness to go beyond minimum expectations.

EVALUATION AND ASSESSMENT

The Evaluation of the Program

The religious sister's evaluation of the Religious Formation Program occurs during the final few weeks of the academic year. The religious sister evaluates the overall Program, her own formation group, her Formation Director, retreats, recollections, topics presented, counseling services, spiritual formation, and ministry program. Formation Directors give both oral and written summaries to the Formation Team during the school year's final meeting. The information from the women religious' evaluations is discussed and evaluated, leading to adjustments in the Program as needed.

Assessment to Measure the Effectiveness of the Program

At the end of each academic school year, Formation Directors assess how well the Women Religious Formation Program has met its stated outcomes for all religious sisters. In this process, the Formation Directors use all religious sisters' evaluations, Formation Directors observations and formation group input to assess the progress of the Women Religious Program. Each religious sisters progress is assessed two years after her entrance into the ESL Institute, at the end of her second year in the College Program and at the completion of her program at Divine Word College. She is assessed using a LikertScale to measure her progress toward competence in each facet of the Program. Formation Directors set a target score in each area. To assess the Program itself, a total score for each item and the cohort group is ascertained and studied to determine any areas where expected outcomes are not being met. This allows Formation Directors to make adjustments in the requirements or activities meant to help her meet the outcomes. This Program assessment also helps identify other areas in the Program that may be in need of modification, increased emphasis, or further development.

Evaluation of Religious Sisters in Temporary Vows

At the end of each semester the religious sister, with her Formation Director, will assess her progress based on her personal goals from the five facets of the Women Religious Formation Program. A religious sister who is in temporary vows is evaluated at the end of each academic year, using the five facets of the Formation Program, by self-evaluation and peer evaluations among those in temporary vows and her Formation Director. Information from this evaluation will be used to help her be a mature, responsible leader and member of the Divine Word College community.

SUMMARY

The Women Religious Formation Program at Divine Word College offers women religious an opportunity to learn about the spirit of mission and heritage of the Society of the Divine Word. All dimensions of the Program, particularly its developmental outcomes, assist the religious sister in discerning and deepening her vocation to religious mission and ministry.

- Evaluation and Assessment are fully explained in the Assessment Tools for the Religious Formation Program. Please refer to that document for more detail.

